



KING CEASOR UNIVERSITY

Plot 32, King Ceasor Road, Ggaba Road, Bunga Hill, Kampala, Uganda

ADVERTISEMENT FOR THE POSITION OF ASSOCIATE PROFESSOR – NURSING

King Ceasor University (KCU) is a chartered private university located in Bunga, Kampala, committed to academic excellence, innovation, research, and quality assurance in higher education.

The University invites applications from suitably qualified and experienced individuals for the position of **Associate Professor – Nursing**. The successful candidate will demonstrate outstanding academic leadership, excellence in nursing education, research, postgraduate supervision, clinical nursing practice, innovation and community engagement, while contributing to the University's mission of producing competent, ethical and globally competitive nursing professionals.

1. POSITION

Associate Professor – Nursing

2. DUTY STATION

King Ceasor University, Bunga, Kampala, Uganda.

3. ROLE

The Associate Professor – Nursing shall report to the Head of Department and shall:

- a. Provide academic and professional leadership in nursing education, clinical practice, research and innovation.
- b. Lead the delivery of high-quality undergraduate and postgraduate nursing programmes.
- c. Promote excellence in research, scholarly publication, postgraduate supervision and evidence-based nursing practice.
- d. Mentor academic staff, postgraduate students and early-career researchers.

e. Support curriculum development, quality assurance, accreditation and institutional strategic initiatives.

f. Perform such other duties as may be assigned by the Head of Department, Dean or University Management.

4. PURPOSE OF THE JOB

To provide academic leadership in nursing education, research, clinical training and community engagement; strengthen postgraduate education and supervision; promote innovation and evidence-based nursing practice; enhance institutional research capacity; and contribute to improving healthcare outcomes through teaching, research and professional service.

5. DUTIES AND RESPONSIBILITIES

a. Deliver high-quality lectures, tutorials, simulation-based learning sessions and clinical instruction for undergraduate and postgraduate nursing students.

b. Lead curriculum design, review and implementation to ensure nursing programmes meet national, regional and international accreditation standards.

c. Coordinate and supervise students during clinical placements in hospitals, health centres and community healthcare settings.

d. Develop and moderate examinations, Objective Structured Clinical Examinations (OSCEs), practical assessments and other evaluation methods.

e. Supervise undergraduate research projects, Master's dissertations and doctoral research where applicable.

f. Conduct independent and collaborative nursing, public health and interdisciplinary research that addresses national and global healthcare priorities.

g. Publish scholarly work in reputable peer-reviewed journals and contribute to books, book chapters and conference proceedings.

h. Lead or participate in funded research projects, consultancies and collaborative healthcare initiatives.

i. Mentor junior academic staff and postgraduate students in teaching, research, publication, grant writing and professional development.

j. Lead curriculum review, programme accreditation and quality assurance activities within the Department and School.

- k. Promote innovative teaching methodologies, simulation-based education and digital learning technologies.
- l. Secure research funding through competitive grant applications and collaborative partnerships.
- m. Establish partnerships with hospitals, professional councils, government agencies, NGOs and international academic institutions.
- n. Participate in departmental, School and University committees and contribute to institutional governance.
- o. Provide professional nursing consultancy, continuing professional development programmes and expert advisory services.
- p. Lead community outreach programmes, maternal and child health initiatives, health promotion campaigns and primary healthcare activities.
- q. Uphold professional ethics, academic integrity and the standards of the nursing profession.
- r. Prepare academic, research and administrative reports.
- s. Perform any other duties assigned by University Management.

6. CANDIDATE SPECIFICATION

Applicants must:

- a. Hold an earned PhD or equivalent academic doctorate in Nursing or a relevant nursing discipline from a recognised university.
- b. Demonstrate excellence in university teaching, nursing practice, research and postgraduate supervision.
- c. Possess a distinguished record of scholarly publication, academic leadership and curriculum development.

6.1 Academic Qualifications and Experience

- a. An earned PhD or equivalent academic doctorate in Nursing or a relevant nursing discipline.
- b. Bachelor of Science in Nursing (BScN) or an equivalent recognised qualification.
- c. Registration and a valid practising licence with the Uganda Nurses and Midwives Council or an equivalent recognised professional regulatory body.

- d. A minimum of five (5) years of progressive university teaching, research and clinical nursing experience, with substantial experience at the rank of Senior Lecturer or its equivalent.
- e. Demonstrated excellence in undergraduate and postgraduate nursing education.
- f. A demonstrated record of at least five (5) peer-reviewed publications in reputable journals indexed in Scopus, Web of Science or equivalent databases.
- g. Successfully supervised at least two (2) postgraduate students to completion, including Master's students and preferably doctoral candidates.

6.2 Teaching, Learning and Curriculum Development

- a. Demonstrated excellence in undergraduate and postgraduate nursing education.
- b. Experience leading curriculum development, review and implementation of competency-based nursing programmes.
- c. Demonstrated use of simulation-based learning, digital technologies and innovative teaching approaches.
- d. Experience in assessment design, moderation and clinical competency evaluation.
- e. Participation in programme accreditation and quality assurance activities.

6.3 Clinical Nursing Practice

- a. Evidence of active professional nursing practice.
- b. Demonstrated experience supervising students during clinical placements and simulation training.
- c. Commitment to evidence-based nursing, patient-centred care and ethical professional practice.
- d. Experience leading quality improvement initiatives and promoting safe nursing care.
- e. Demonstrated contribution to strengthening nursing practice and healthcare delivery.

6.4 Research and Scholarly Activity

- a. Demonstrated record of high-quality nursing or health sciences research.
- b. Sustained publication in reputable peer-reviewed journals.
- c. Experience leading multidisciplinary and collaborative research initiatives.

- d. Evidence of presenting research findings at national and international conferences.
- e. Demonstrated ability to mentor junior academic staff and postgraduate students in research methodology and academic writing.

6.5 Postgraduate Supervision

- a. Demonstrated experience supervising Master's and doctoral nursing research.
- b. Evidence of mentoring postgraduate students in proposal development, research implementation and publication.
- c. Commitment to timely completion and quality supervision of postgraduate students.

6.6 Research Grants and Resource Mobilisation

- a. Demonstrated success in preparing competitive research grant proposals.
- b. Experience participating in externally funded research projects.
- c. Demonstrated ability to mobilise resources for research, innovation and postgraduate education.
- d. Experience in grant management, monitoring and reporting.

6.7 Academic Leadership and Administration

- a. Demonstrated leadership within an academic department, faculty or research programme.
- b. Experience serving on departmental, School or University committees.
- c. Evidence of mentoring junior academic staff in teaching, research and publication.
- d. Participation in academic planning, policy development and institutional governance.

6.8 Partnerships and Community Engagement

- a. Established collaborations with hospitals, nursing schools, government agencies, NGOs, development partners and international academic institutions.
- b. Demonstrated participation in community health outreach, maternal and child health programmes and primary healthcare initiatives.
- c. Evidence of consultancy, advisory services or professional engagement with healthcare organisations.

d. Demonstrated commitment to strengthening partnerships that support nursing education, research and healthcare delivery.

6.9 Professional Registration

a. Current registration and a valid practising licence with the Uganda Nurses and Midwives Council or an equivalent recognised professional regulatory body.

b. Active membership in relevant national and international nursing professional associations.

c. Evidence of continuing professional development and good professional standing.

6.10 Personal Attributes

a. Proven integrity, professionalism and ethical conduct.

b. Strong leadership, communication and interpersonal skills.

c. Excellent analytical, organisational and decision-making abilities.

d. Demonstrated commitment to academic excellence, innovation, teamwork and institutional development.

e. Ability to work effectively within multidisciplinary academic and healthcare environments.

7. REMUNERATION

An attractive remuneration package in accordance with King Ceasor University's terms and conditions of service.

8. TENURE

The Associate Professor – Nursing shall hold office in accordance with the University's terms and conditions of service and subject to satisfactory performance.

9. METHOD OF APPLICATION

Interested applicants are invited to submit their application letters. A complete application shall comprise:

a. A signed letter of application.

b. A statement outlining the applicant's vision for advancing nursing education, research, innovation and community engagement at King Ceasor University.

c. A signed and dated Curriculum Vitae with contact details.

- d. Copies of academic publications.
- e. Certified copies of academic transcripts and certificates.
- f. Evidence of current professional registration and practising licence.
- g. Three (3) letters of recommendation.
- h. Copies of appointment letters to relevant academic, clinical or leadership positions.
- i. A copy of the National Identity Card or passport.
- j. Confidential reference letters sent directly to the University by the referees.
- k. References should address the applicant's academic qualifications, teaching effectiveness, clinical competence, research achievements, leadership ability, professional conduct and personal integrity.

Both Hardcopy and Electronic (Email) applications shall be accepted.

(a) Hardcopy Applications

Confidential letters and sealed applications marked:

“CONFIDENTIAL: POSITION OF ASSOCIATE PROFESSOR – NURSING”

should be addressed to:

**HUMAN RESOURCE MANAGER
KING CEASOR UNIVERSITY
PLOT 32, KING CEASOR ROAD, GGABA ROAD, BUNGA HILL
P.O. BOX 88, KAMPALA, UGANDA**

(b) Electronic (Email) Applications

Electronic applications should have all the above documents scanned and emailed to careers@kcu.ac.ug by 5:00 pm East African Standard Time on 31st July 2026

Please Note That:

- a. Incomplete applications or applications received after the closing date and time will not be considered.
- b. Only shortlisted applicants shall be contacted.



Mr. John Acire
HUMAN RESOURCE MANAGER