



KING CEASOR UNIVERSITY

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

ADVERTISEMENT FOR THE POSITION OF SENIOR LECTURER – 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 is seeking applications from suitably qualified and experienced applicants for the position of **Senior Lecturer – Nursing**. The successful candidate must demonstrate excellence in nursing education, clinical practice, research, postgraduate supervision, curriculum development, scholarly publication, academic leadership, innovation and community engagement.

1. POSITION

Senior Lecturer – Nursing

2. DUTY STATION

King Ceasor University, Bunga, Kampala, Uganda.

3. ROLE

The Senior Lecturer – Nursing shall report to the Head of Department and shall:

- a. Provide academic leadership in nursing education, clinical training, research and community engagement within the Department of Nursing.
- b. Deliver high-quality undergraduate and postgraduate nursing education through lectures, tutorials, practical sessions, simulation-based learning and clinical instruction.
- c. Promote excellence in nursing research, scholarly publication, innovation and postgraduate supervision.
- d. Mentor junior academic staff, nursing students and early-career researchers.

e. Contribute to curriculum development, quality assurance and academic governance within the Department, School and University.

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

4. PURPOSE OF THE JOB

To contribute to excellence in nursing education through high-quality teaching, clinical training, research, innovation and community engagement; promote evidence-based nursing practice; strengthen postgraduate education and supervision; enhance research productivity and scholarly publication; and support the University's strategic objectives in teaching, research and service.

5. DUTIES AND RESPONSIBILITIES

a. Prepare and deliver high-quality lectures, tutorials, practical sessions, simulation-based learning and clinical teaching for undergraduate and postgraduate nursing students.

b. Design, review and continuously improve nursing curricula to ensure alignment with competency-based nursing education, accreditation standards and emerging healthcare needs.

c. Coordinate and supervise students during clinical placements in affiliated hospitals and healthcare facilities.

d. Develop, administer and moderate examinations, clinical assessments and practical evaluations in accordance with university policies.

e. Supervise undergraduate research projects, Master's dissertations and postgraduate nursing research.

f. Conduct independent and collaborative nursing, public health and health systems research addressing national and global health priorities.

g. Publish research findings in reputable peer-reviewed journals and other scholarly platforms.

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

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

j. Participate in curriculum development, programme review, accreditation and quality assurance activities.

k. Integrate simulation-based learning, digital technologies and innovative teaching methodologies into nursing education.

- l. Identify research funding opportunities and prepare competitive grant proposals.
- m. Build collaborative partnerships with hospitals, nursing schools, professional bodies, government agencies and development partners.
- n. Participate in departmental, School and University committees and contribute to academic planning and policy implementation.
- o. Provide professional nursing expertise through consultancy, continuing professional education and clinical service where appropriate.
- p. Lead and participate in community health outreach programmes, maternal and child health initiatives, health promotion campaigns and public health activities.
- q. Uphold the highest standards of professionalism, ethical nursing practice and academic integrity.
- r. Prepare periodic academic, research and administrative reports.
- s. Perform any other duties assigned by the 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, clinical nursing practice, research and postgraduate supervision.
- c. Possess a strong record of scholarly publication, curriculum development, academic leadership and community engagement.

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 its equivalent from a recognised institution.
- 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 three (3) years of progressive university teaching, research and clinical nursing experience at the rank of Lecturer or equivalent.
- e. Demonstrated excellence in undergraduate and postgraduate nursing education.

f. A demonstrated record of at least three (3) 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.

6.2 Teaching, Learning and Curriculum Development

a. Demonstrated excellence in undergraduate and postgraduate nursing education.

b. Experience in developing and reviewing competency-based nursing curricula.

c. Demonstrated use of innovative teaching approaches, including simulation-based learning and digital technologies.

d. Experience in student assessment, moderation and clinical evaluation.

e. Participation in programme accreditation and quality assurance processes.

6.3 Clinical Practice and Nursing Education

a. Evidence of active professional nursing practice.

b. Demonstrated experience supervising students during clinical placements.

c. Commitment to patient-centred care, evidence-based nursing and ethical practice.

d. Experience in simulation-based education, clinical skills training and competency assessment.

e. Demonstrated contribution to improving nursing practice and healthcare delivery.

6.4 Research and Scholarly Activity

a. Demonstrated record of quality nursing or health sciences research.

b. Sustained publication in reputable peer-reviewed journals.

c. Experience in multidisciplinary and collaborative research.

d. Evidence of presenting research at national and international scientific conferences.

e. Demonstrated ability to mentor junior staff and postgraduate students in research methodology, academic writing and publication.

6.5 Postgraduate Supervision

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

6.6 Research Grants and Resource Mobilisation

- a. Demonstrated experience preparing competitive research grant proposals.
- b. Participation in externally funded research projects.
- c. Ability to mobilise resources for research, innovation and nursing education.
- d. Experience in grant management and reporting will be an added advantage.

6.7 Academic Leadership and Administration

- a. Demonstrated ability to mentor junior academic staff.
- b. Experience serving on departmental, School or University committees.
- c. Participation in academic planning, policy development and programme administration.
- d. Demonstrated organisational, leadership and decision-making skills.

6.8 Partnerships and Community Engagement

- a. Experience collaborating with hospitals, nursing schools, professional bodies, government agencies and development partners.
- b. Participation in community health outreach, maternal and child health programmes and health promotion initiatives.
- c. Evidence of consultancy 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 problem-solving 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 Senior Lecturer – 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 the following documents:

a. A signed letter of application.

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

c. Curriculum Vitae with contact details, signed and dated by the applicant.

d. Copies of the required minimum number of 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 letters of appointment to relevant academic, clinical or leadership positions.

- i. A copy of the applicant's National Identity Card or passport.
- j. Referees should be advised to send confidential reference letters directly to the University by the stated closing date.
- k. References should address the applicant's academic qualifications, teaching effectiveness, clinical competence, research achievements, leadership, 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 SENIOR LECTURER – 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 Aciire
HUMAN RESOURCE MANAGER**