



Protection officer - PSNs (Palliative Care Nurse)

Africa

Tanzania

Nduta

National contract

18 Sep 2025

23 Sep 2025

Founded in 1956, The Danish Refugee Council (DRC) is a humanitarian, non-governmental, non-profit organization providing direct assistance to conflict-affected populations – refugees, internally displaced people (IDPs) and host communities – in more than 40 countries around the world. DRC has been implementing emergency response projects in Tanzania since the onset of the Burundi refugee crisis in 2015 in three refugee camps in the Kigoma Region at the border with Burundi. DRC's integrated projects for refugees, asylum seekers and host communities comprise sectors such as Camp Coordination and Camp Management (CCCM), Protection (CBP, PSN, GBV, CP and Legal), Shelter and infrastructure, and Economic Recovery.

Overall purpose of the role:

The Protection officer (Palliative Nurse care) will be responsible for provision of basic clinical expertise in community-based rehabilitation services to PSNs with serious medical condition and home bound/bed ridden PSNs. This involves regular conduction of home-based care services and palliative care potential basic medical intervention and psychological support. Use a wide variety of physical clinical skills with support from CBR team and other multidisciplinary team within the operation.

Main Responsibilities:

- Conduct thorough assessments of PSNs patients' physical, emotional, and spiritual needs in home-based care services.
- Develop individualized care plans in collaboration with the interdisciplinary team to address PSNs patients' unique requirements.
- Administer medications as prescribed, ensuring proper dosage and adherence to medication schedules at home.
- Educate PSNs patients and their families on medication management and potential side effects.

- Working together with an Interdisciplinary Palliative Care team, consisting of a Medical Officer in charge /Physician, Social Worker from health partners, and DRC's CBR team.
- Providing comprehensive pain and symptom management to PSNs home bound, and person with serious medical condition.
- Assisting with clarifying goals of care and providing support to staff/ PSNs and families.
- Coordinate with community structures and services partners to enhance the overall support system for PSNs patients at home.
- Manage all daily palliative care clinical records functions including establishing and implementing basic clinical integrated interventions and records policies at DRC.
- Take part in providing education, development, and training to CBR incentive staff involved in the care of palliative service.
- To ensure quality standards are maintained and constantly re-evaluated, to provide the highest standards of care that reflect DRC's organization policies.
- Liaise and develop effective relationships with external health care professionals and other agencies ensuring PSNs receive care and support in the camp settings.
- Attend and participate in health and nutrition working group meetings, case conference and and other coordination forum.
- Coordinate Quality Assurance and Performance Improvement activities for Palliative Care program to PSNs
- Maintenance of PSNs individual files for Palliative Care team and case management.
- The Palliative Care Nurse contributes to excellence in patient care, research, teaching, and provides leadership in the organization.
- Ensure DRC's accountability commitments are mainstreamed into all protection activities.
- Data collection and reporting of PSNs with serious medical conditions through the established reporting system
- With support from Information management officer track indicators, maintain, update and analyze data on activity and indicator
- With support from Integrated Protection Team leader, prepare and submit timely and quality weekly, monthly, quality and other donor reports as per the donor requirements. Accountable to meet reporting deadline.
- Support and working closely with PSN Information Management officer and M&E on program data collection, track indicators, maintain, update and analyze data on GBV prevention activity and indicator.
- Prepare and update the homebound list and risks assessments

Data collection and reporting

- With support from Integrated Team Leader track indicators, maintain, update and provide analysis of the progress program.
- With support from Integrated Protection Team leader, prepare and submit timely and quality weekly, monthly, quality and other donor reports as per the donor requirements. Accountable to meet reporting deadline.

Program management

- With support and the supervision of Integrated Team Leader budget protection officer will do planning; accountable for developing and maintaining work plans, spending and procurement plans, tracking expenditures and ensure all activities is well organized and spending is allocated according to DRC and donor compliance and regulations.
- Build the knowledge and skills of PSN outreach incentive social workers and community-based groups to be able to assess, document and report for the implementation.
- Communicate any incentive staffs' issue to supervisor in a timely manner. Any recruitment of the new incentive staff must obtain Integrated Protection Team leader' approval.

Logistics Duties

- - Take care of equipment's and supplies for the job
 - Ensure working equipment's are in good condition and replenish/repairs when out of order
 - Reports immediately any security incidence/issue detected in the DRC premises.

Experience and technical competencies: (include years of experience)

- Experience of 2 years minimum of administrative experience
- Registered Nurse (RN) with a valid license.
- Certification in Palliative Care Nursing is highly desirable or Previous experience in palliative care, home-based care, or hospice care is preferred.
- Familiarity with palliative care, end of life care, or hospice desired
- Must be willing to travel to the various practice locations
- Able to work in challenging environment and meeting deadline.
- Flexible, team player and independent
- Strong planning, organizational and problem-solving skills with the ability to work both independently and within a team.
- Integrity, strong work ethic, and ability to consistently meet deadlines under pressure.

- Strong interpersonal skills and commitment to learning and implementing organizational policies and procedures.
- Full proficiency in Microsoft Office, including Word and Excel

Education:

- Education: (include certificates, licenses etc.)
- Registered Nurse (RN, BSN) with diploma or degree in nursing is preferred.
- Proficiency in computer and software programs.

Languages:

- Excellent proficiency in written and spoken English and Swahili

Key stakeholders: (internal and external)

- DRC Protection staff, refugees and donors
- Local Government (refugee camp) and host Community representatives.
- Community groups.
- Other NGOs and relief actors.
- MoHA, police, immigration

Information

Employment category: Band H

Reporting to: Integrated Team Leader

Technical Line Manager: Protection Coordinator

Direct report:N/A

Unit/department: Protection

Location: : Nduta

All DRC roles require the post-holder to master DRC's core competencies:

- Striving for excellence: You focus on reaching results while ensuring an efficient process.
- Collaborating: You involve relevant parties and encourage feedback.
- Taking the lead: You take ownership and initiative while aiming for innovation.
- Communicating: You listen and speak effectively and honestly.
- Demonstrating integrity: You act in line with our vision and values.

Providing equal opportunities We are committed to creating an inclusive and positive work environment based on mutual respect for all employees. All applicants are considered for employment without attention to race, age, ability, ethnicity, nationality, religion, gender identity, sexual orientation, marital status, or any other factor. At DRC we celebrate diversity and appreciate our employees for the people they are and their unique skills, backgrounds, and perspectives. We encourage all interested candidates to apply.

DRC strives to attract, motivate and retain qualified national staff within its programs. As such, we strongly encourage national and diaspora candidates to apply for this position. However, candidates should take into consideration that DRC cannot employ, under an international contract, a national of the country in which he or she will be working (in this case, the United Republic of Tanzania)

Promoting high standards : DRC's capacity to ensure the protection of and assistance to refugees, IDP's and other persons of concern depends on the ability of our staff to uphold and promote the highest standards of ethical and professional conduct in relation DRC's values and Code of Conduct, including safeguarding against sexual exploitation, abuse and harassment. DRC conducts thorough and comprehensive background checks as part of the recruitment process.

Application and CV

Only motivated applications that address the stipulated duties and meet the required qualifications, sent together with a CV, will be considered.

DRC only accepts applications sent via our online-application form on www.drc.ngo under JOB

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