Programme des Volontaires
Volunteers Programme

Passion. Motivation. Action

TERMS OF REFERENCE FOR THE INTERNATIONAL ECOWAS VOLUNTEER POST OF

NEPHROLOGY/DIALYSIS NURSE IN LIBERIA
November 2026

NOTE:

For the purpose of preliminary language competency assessment for service in Liberia, this advertisement is published ONLY in the ENGLISH Language

I. Informations sur le poste

Job Title: Nephrology/Dialysis Nurse

Duty Station: Republic of Liberia

Category: International ECOWAS Volunteer

Type of Contract: ECOWAS Volunteers Programme. Non-Family Position

Expected start date: 04 january 2027

Duration: One (01) year, with possibility for renewal (depending on budget availability and satisfactory performance)

Deadline for Application: 30 november 2026

II. Preambule

The Economic Community of West African States (ECOWAS) was founded by the Treaty of Lagos, in May 1975 as a regional group of fifteen countries: Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, The Gambia, Ghana, Guinea, Guinea Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone and Togo. Burkina Faso, Mali and Niger withdrew their membership of the Community in 2025. The aim of the Community is to promote co-operation and integration, leading to the establishment of an economic union in West Africa in order to raise the living standards of its peoples, and to maintain and enhance economic stability, foster relations-among Member States and contribute to the progress and development of the African continent.

Through its departments and various agencies, ECOWAS is implementing critical and strategic programmes that will deepen cohesion and progressively eliminate identified barriers to full integration. In this way, the citizens of the community can ultimately take ownership for the realization

of the new vision of moving from an ECOWAS of States to an "ECOWAS of the People: Peace and Prosperity for All" by 2050.

Toward the achievement of this vision, the ECOWAS Youth and Sports Development Centre (EYSDC), which was created by the Decision A/DEC.13/01/05 of 19th January 2005 at Accra, Ghana as a specialized Agency, is implementing policies, activities and strategic action plans, as well as the ECOWAS vision in the areas of youth and sports, including the ECOWAS Volunteers Programme (EVP) under the Human Development and Social Affairs Department of the ECOWAS Commission. Originally based in Ouagadougou (Burkina Faso), the EYSDC was relocated to Monrovia, Liberia following the withdrawal of Burkina Faso from ECOWAS in 2025.

III. Organisational Framework of the Mission

Since its official launch in Monrovia, Liberia on 26 March 2010, the ECOWAS Volunteers Programme (EVP) has devoted time, resources, and expertise to promoting regional unity, peace, and development through volunteerism. The ECOWAS volunteers, young male and female Community citizens, have kept faith with the ECOWAS vision of a community of people supporting people, and demonstrated their collective conviction that peacebuilding and reconciliation can be useful development tools for establishing peace in member States and across West Africa region.

The ECOWAS Volunteers Programme (EVP) is a demand-driven flagship programme of the ECOWAS Commission. It seeks to harness and inject the expertise and professional and personal contributions of mainly young citizens into the process of the implementation of national development agenda of their host countries and communities. And as they do so, they also build and develop their own capacities through contacts with their new professional and social-cultural environments and the lessons derived therefrom.

Under agreement between the ECOWAS Youth and Sports Development Centre (EYSDC), and the Government of Liberia, the ECOWAS Commission intends to recruit International Volunteer Nephrology Nurses in order to assist in the implementation of the Ministry of Health's mandate.

IV. Duites and Responsabilités

This role requires a blend of clinical expertise, patient advocacy, and exceptional communication skills. Under the supervision of the ECOWAS Volunteers Programme Country Office in Liberia and in conjunction with the Ministry of Health (MoH), the ECOWAS International Volunteer, Nephrology/Dialysis Nurse will:

a) Provide direct specialized nursing care to patients with acute and chronic kidney diseases, including those undergoing haemodialysis and peritoneal dialysis treatments.

b) Conduct comprehensive patient assessments and monitor patients' physical and clinical conditions before, during, and after dialysis procedures.

c) Monitor and record vital signs, fluid balance, laboratory results, and treatment outcomes to ensure patient safety and effective care delivery.

d) Administer prescribed medications, intravenous therapies, and other treatments in accordance with established clinical protocols and physician instructions.

e) Educate patients and their families about kidney disease management, dialysis procedures, and lifestyle modifications.

f) Collaborate with a multidisciplinary team to develop and implement individualized care plans.

g) Maintain accurate and up-to-date patient records and documentation.

h) Ensure compliance with safety and infection control protocols.

i) Participate in patient and staff education programs as needed.

j) Operate, monitor, and maintain dialysis equipment and related medical devices, ensuring proper functioning and adherence to safety standards.

k) Identify, manage, and promptly report complications or adverse reactions associated with dialysis treatment and kidney disease management.

l) Educate patients and their families on kidney disease prevention, treatment options, dialysis procedures, medication adherence, nutrition, fluid management, and lifestyle modifications.

m) Provide psychosocial support and counselling to patients and caregivers to enhance treatment adherence and quality of life.

n) Collaborate with nephrologists, physicians, dietitians, pharmacists, laboratory personnel, and other healthcare professionals to develop and implement individualized patient care plans.

o) Maintain accurate, complete, and up-to-date patient records, treatment documentation, and clinical reports in accordance with institutional policies and professional standards.

p) Ensure strict compliance with infection prevention and control measures, patient safety standards, and quality assurance protocols.

q) Participate in health promotion, awareness campaigns, and community outreach activities related to kidney disease prevention and management.

r) Support the professional development and capacity building of local healthcare personnel through mentoring, coaching, and the sharing of best practices in nephrology nursing.

s) Participate in patient and staff education programmes, workshops, seminars, and continuous professional development activities.

t) Prepare and submit periodic activity and progress reports to the host institution, the Ministry of Health, and the ECOWAS Volunteers Programme (EVP) Country Office as required.

u) Respect and uphold the values, principles, rules, and regulations of the ECOWAS Volunteers Programme (EVP), the host institution, and the Government of Liberia.

v) Perform any other duties related to health education and youth development as may be assigned by the host institution, MoH.

w) Participate in ECOWAS Volunteers Programme (EVP) activities, as may be required from time to time by the EVP Country Office

V. Qualifications et expériences requises :

Education/Degrees	A Bachelor's Degree or Diploma in Nursing from a recognized institution
Qualifications/Skills	▪ Valid professional nursing registration and license to practice. ▪ Specialized training and/or certification in Nephrology Nursing, Dialysis Nursing, Renal Care, or a related field. ▪ Demonstrated experience in the operation and monitoring of dialysis equipment and management of dialysis patients. ▪ Sound knowledge of infection prevention and control practices, patient safety standards, and clinical nursing procedures. ▪ Strong communication, interpersonal, counselling, and patient education skills. ▪ Strong critical thinking, problem-solving, and organizational skills ▪ Strong interpersonal and communication skills. ▪ Ability to work effectively in a fast-paced, collaborative environment
Experience	At least four (4) years of relevant professional experience in nephrology nursing, dialysis care, or renal health services.
Others conditions	Immediately available In good health Full physical mobility, Able to undertake field missions Ability to work under pressure Ability to speak, listen, analyze, and synthesis information Multicultural environment
Software	Microsoft office (Word, Excel, Access, PowerPoint, Outlook) Internet tools
Values	Passion – Motivation – Action
Attitude	Winning mindset, Optimistic, Results-focused, Commitment to volunteerism and Client approach

Additional skills must include:

- High degree of personal initiative
- Ability to work with little supervision;
- Ability to work effectively within a multidisciplinary healthcare team.
- Good report-writing, documentation, and organizational skills.
- Proficiency in English or the official language of the host country.
- Commitment to community service, healthcare improvement, and regional integration within the ECOWAS region.
- Knowledge on ECOWAS countries' socio-economic situation, cultural dimensions and political structure;

Knowledge of volunteerism will be an asset.

VI. Language Requirements :

- Perfect command of the English language (written and spoken) is mandatory.

- Knowledge of any other official language of ECOWAS (French or Portuguese) will be considered an asset/advantage.

VII. Composition of Application

Applications must include:

- A signed letter of application/motivation addressed to the Director, EYSDC, Monrovia, Liberia.
- A detailed Curriculum Vitae highlighting specific skills and experiences of the candidate.
- Copies of certificates, diplomas, and work certificates (originals or certified true copies will be required for sighting before deployment).
- Copy of international passport or National Identity Card indicating your age
- A police clearance certificate of less than three months (will be required before assumption of duty).

VIII. Submission of Application

Applications must be submitted no later than 30 novembrer 2026, via email to the address: nephrology.nurse5@cdjscedeao.org (and CC: cdjs@ecowas.int) with the title: ***Application for the Post of Nephrology Nurse*** on the subject line.

To avoid disqualification, all the applicants are required to:

- Submit their application via email with this subject title,
- Group all their documents into one (1) single PDF document, not to exceed 5MB.
- Meet the deadline mentioned above.

IX. Conditions of Service

An initial contract for 12 months will be offered with a monthly Basic Volunteer Allowance of 412.5 USD or its equivalent in local currency. Other allowances as provided for in the Conditions of Service of ECOWAS Volunteers will also be paid.

Other conditions of service as stipulated in the EVP Management and Administration Procedures Manual and Handbook of Conditions of Service shall apply.

X. others Conditions

The position is open to qualified candidates from all ECOWAS Member States (except the country of deployment) aged not more than 38 years by the date of recruitment.

This position is considered a non-family national ECOWAS Volunteer position.

ECOWAS is committed to promoting gender equality and equity. To this end, female candidates are strongly encouraged.

ECOWAS reserves the right to terminate the recruitment process without notice.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED.

SUCCESSFUL CANDIDATES MAY BE REQUIRED TO WORK IN REMOTE LOCATIONS.