S.O.T. SYSTEMS OF TIMOR

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Rua de Ai Meti Laran, Comoro, Dom Aleixo, Dili

JOB PROFILE

Nurse

Enfermeiru/a

Health & care · ISCO-08 2221 / 3221

Nurses care for people who are sick, injured, old or disabled. They give treatment and medicines, watch how patients are doing, and teach families how to stay healthy. The national plan wants at least two nurses in every health post.

TRAIN IN TIMOR	**University (UNTL)** Nursing with the Ministry of Health
COURSE LENGTH	**To confirm** No published source yet
IN TIMOR	**Priority** Health-post staffing target
ABROAD	**No official programme yet** PEV: any job, with a job offer
PAY IN TIMOR	**US$292–320 / month** Averages for all professionals (US$292) and technicians and associate professionals (US$320) in Timor-Leste, not this job alone (Labour Force Survey 2021)

WHAT YOU DO

Care for patients: Help patients wash, eat, move and rest; Clean wounds and put on dressings and bandages; Notice and ease pain and discomfort.

Give treatment: Give medicines and injections as prescribed; Check temperature, pulse and blood pressure; Help doctors with examinations and treatment.

Plan and record: Make and follow a care plan for each patient; Write down what you did and how the patient is; Tell the doctor or senior nurse when something changes.

Teach and lead: Explain to patients and families how to care at home; Teach communities about health and preventing illness; At the professional level, plan care and supervise other health workers.

Based on the ILO descriptions of ISCO-08 unit groups 2221, Nursing professionals, and 3221, Nursing associate professionals. Associate nurses give care under the supervision of doctors and professional nurses; professional nurses plan and manage care.

WHERE YOU WORK

Hospitals (Wards, emergency and operating rooms); Community health centres (Also mobile clinics to remote villages); Health posts (Usually one nurse and one midwife); Private clinics (Some are run by nurses).

Hospitals work day and night, so nurses work shifts, including nights, weekends and holidays. You will see pain and illness, and you need to stay calm and kind.

In 2022, 3,248 people worked in health and social work in Timor-Leste.

IS IT FOR ME?

You are good at: Caring for others, Staying calm in an emergency, Careful, exact work, Biology and science, Listening and explaining.

You like: Helping people get better, Health and the human body, Teamwork, Learning all your life.

Portuguese and English help with medical books and further study.

TRAIN FOR IT IN TIMOR-LESTE

- **Associate degree in Nursing (UNTL)** · UNTL with the Ministry of Health, for nurses already working; 89 nursing students finished in 2022
- **Faculdade de Medicina e Ciências da Saúde, UNTL** · UNTL's health faculty. Nursing courses for school-leavers: to confirm.

Course length, entry rules and which course leads to the associate or professional level: to confirm with UNTL and the Ministry of Health. The list is incomplete. The directory never shows a number without a source.

WHERE IT LEADS

- **Personal care worker** · Entry job in daily care (ISCO 5321)
- **Nurse** · Associate level (ISCO 3221), then professional level (ISCO 2221)
- **Nurse who leads a team** · Supervising other health workers is part of the professional level

WORK ABROAD, SAFELY

- **Australia: Pacific Engagement Visa** · There is no official programme that sends Timorese nurses abroad yet. Australia's Pacific Engagement Visa allows any occupation, but you need a job offer from an Australian employer.

Never pay a fixer. Join only through SEFOPE, the Timor-Leste government office for work abroad. No one can sell you a place, and a real overseas job never asks you for a recruitment fee.

SOURCES

1. ILO, ISCO-08 unit groups 2221 Nursing professionals and 3221 Nursing associate professionals https://www.ilo.org/public/english/bureau/stat/isco/isco08/
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3. UNTL faculties https://www.untl.edu.tl/estudo/faculdades/
4. Government of Timor-Leste, Strategic Development Plan 2011–2030 (2011), health https://timor-leste.gov.tl/wp-content/uploads/2011/07/Timor-Leste-Strategic-Plan-2011-20301.pdf
5. Programme of the IX Constitutional Government 2023–2028 (18 Jul 2023), health https://timor-leste.gov.tl/wp-content/uploads/2023/07/EN-Programa-IX-Governo.pdf
6. INETL with ILO, 2022 Census Thematic Report on Labour Force (Oct 2024), Figure 3 https://www.laohamutuk.org/DVD/DGS/Cens22/241203INETLThematic-report-labour-force_2022.pdf
7. Pacific Engagement Visa: any occupation, job offer needed (employer fact sheet 2025) https://pev.gov.au/sites/default/files/2025-02/PEV%20for%20Employers%20Fact%20Sheet_2025.pdf
8. Labour Force Survey 2021, Table 29: average monthly wage of employees by occupation group https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40asia/%40ro-bangkok/%40ilo-jakarta/documents/publication/wcms_863064.pdf

From the Servisu jobs directory. Every figure has a source; "to confirm" means none yet. http://servisu.oftimor.com/jobs-directory/nurse/?lang=en