

HEALTHCARE CAREER PATHWAY MAPS



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Tamkeen, in collaboration with NHRA, created career pathways for all clinical roles in Bahrain's Healthcare sector which will be used by the general public

- Tamkeen - Skills Bahrain have **mapped career pathways along with the required qualifications** to clearly show the career paths for all clinical roles in Bahrain's healthcare sector
- Career pathways will primarily be **used by future students to support in career counselling and guidance**



This document covers all job families in the healthcare sector that are licensed today by NHRA



Physicians
& Dentists

07

Job roles¹



Nursing

06

Job roles



Allied Health

89

Job roles
(including 31 of alternative
medicine)



Pharmacists

06

Job roles¹

Standards and legends for navigating the career pathway map have been outlined and used consistently across all job families

Career pathway map standards and legends

1

NHRA occupational classification

Career pathway map focuses on occupations that are licensed as per the qualifications and requirements set the NHRA

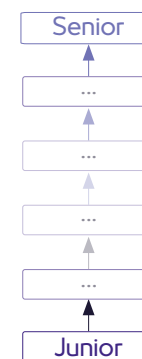
2

Career progression legend

- Minimum entry requirement is a diploma or completion of a training program
- Minimum entry requirement is a bachelor's degree in the respective field
- To progress or enter, a master's degree or PhD. are required
- Progression can be attained through recognition of prior learning or completion of a bridging program

3

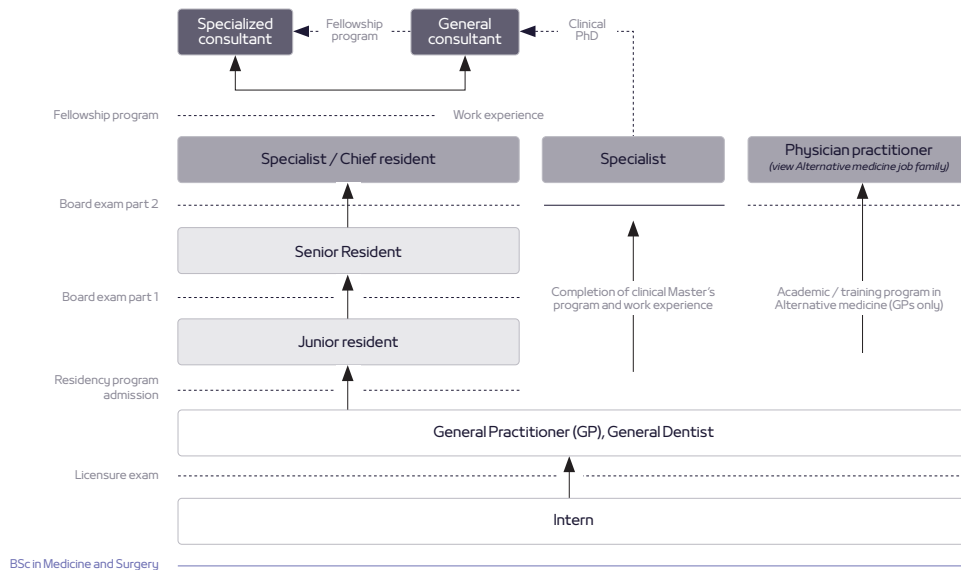
Job role legend



Career pathway maps were designed using color coding for all job roles to provide an indication to the seniority of each role. The darker the color, the more senior the role.

A simple guide demonstrating how to read the Career Pathway will also be provided to prospective students to enhance the readability of the document

Career Pathway Map – example

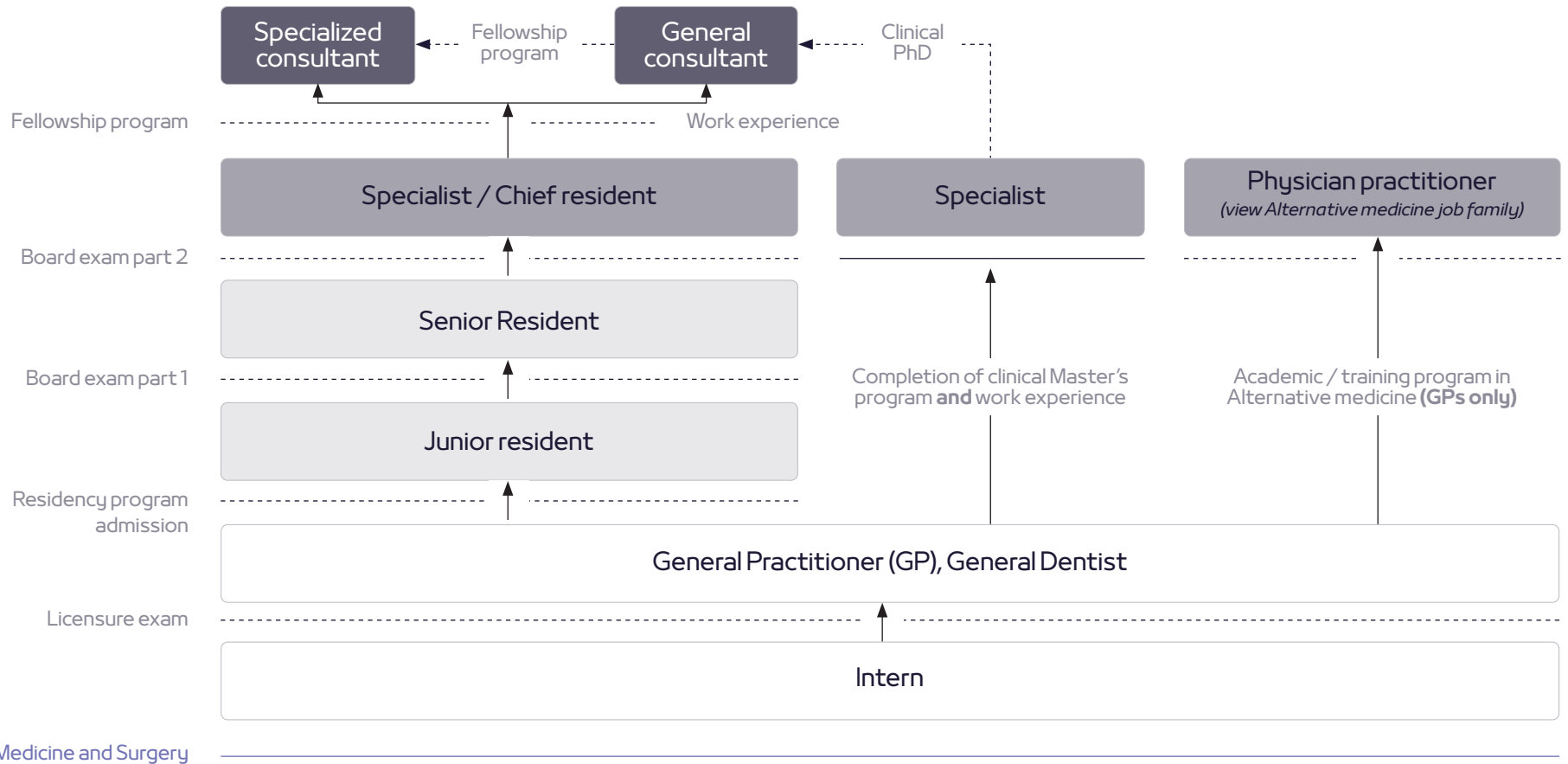
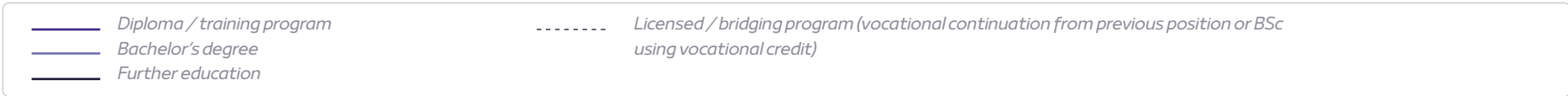


Guidelines

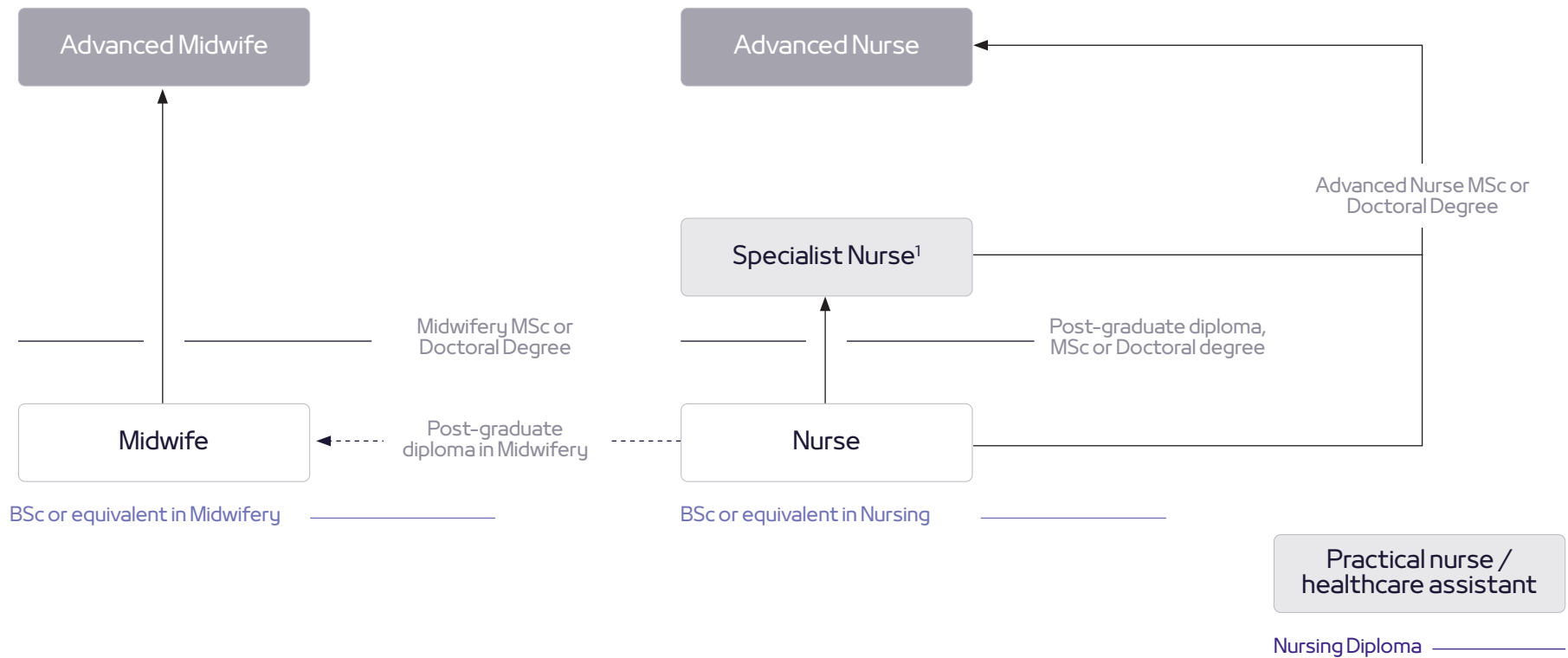
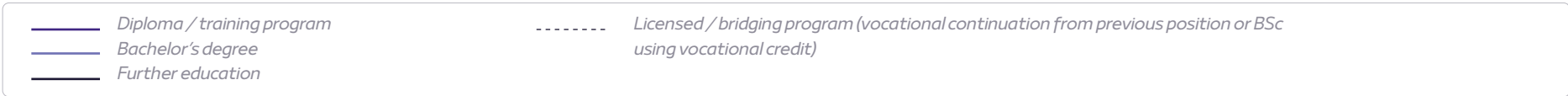
1. Minimum entry requirement for new graduates
2. Job role immediately upon entering into a career as a Physician or Dentist
3. Requirement to achieve career progression and advance to a more senior role
4. Career path 1 – Residency program: GP applies and gets admitted into a hospital residency program (capacity dependent) and progresses in the career ladder
5. Career path 2 – Academic program: GP completes a clinical Master's program and secures the minimum work experience before progressing to Specialist
6. Career path 3 – Alternative medicine: GP pursues further education or training in alternative medicine to before progressing to Physician Practitioner

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HEALTHCARE
CAREER PATHWAY
MAPS**

Career pathways #1 – Physicians and Dentists



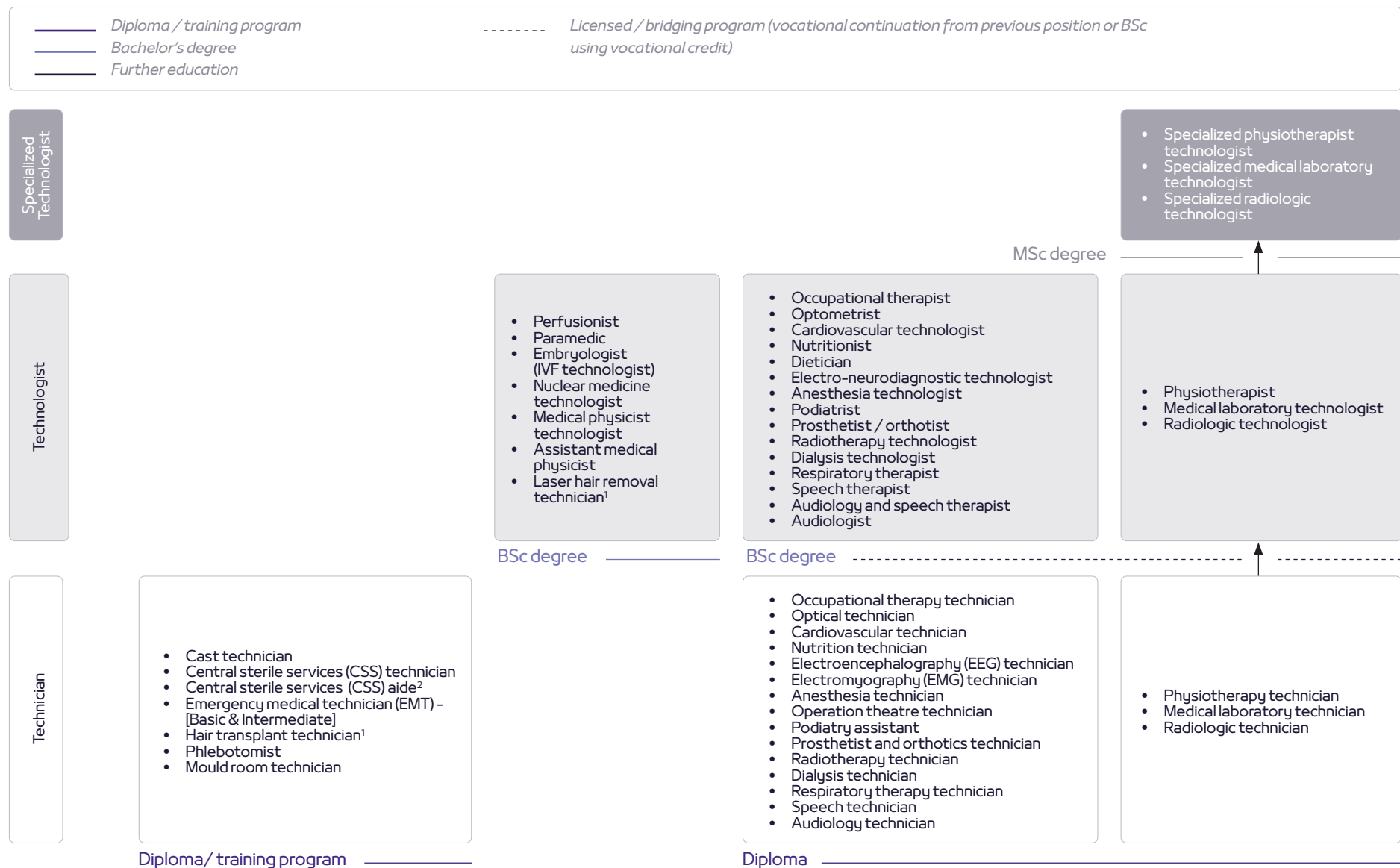
Career pathways #2 – Nursing



Note: (1) Ambulance Nurse, Anesthesia Nurse; Cardiac Care Nurse; Community Health Nurse; Emergency Nurse, Intensive / Critical Care Nurse; Mental Health and Psychiatric Nurse; Neonatal Intensive Care Nurse; Nephrology Nurse; Occupational Health Nurse; Oncology Nurse; Operation Theatre/ Perioperative Nurse; Obstetrics and Gynecology Nursing; Pediatric Nurse

Source: NHRA Nursing PQR, NHRA and Sector Working Group inputs

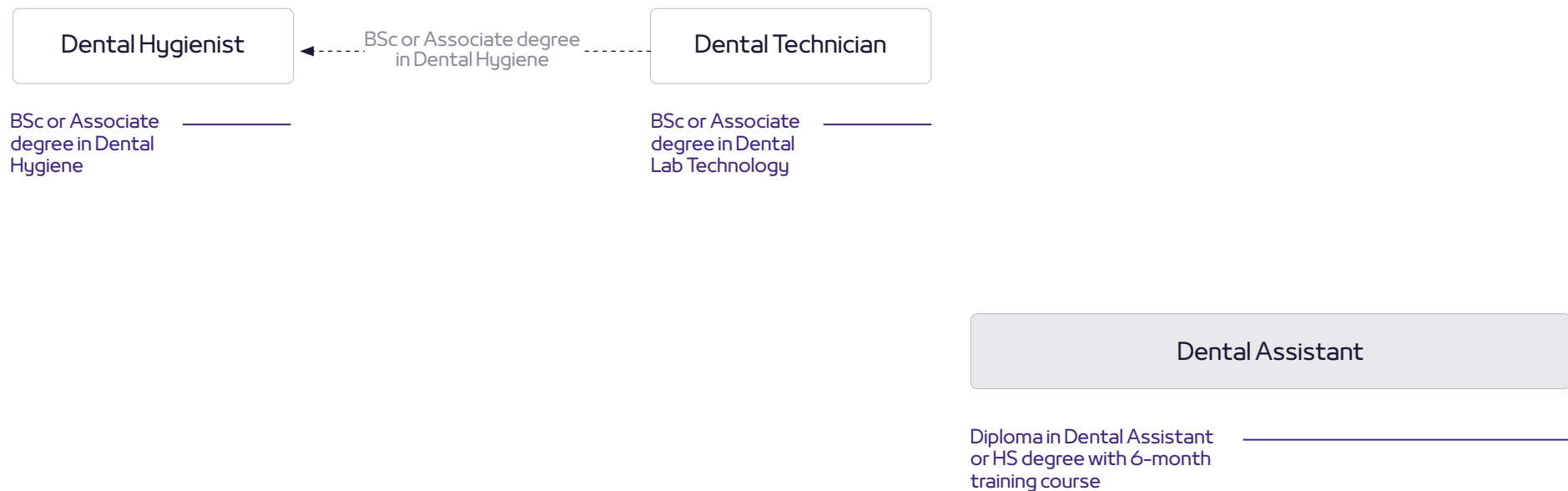
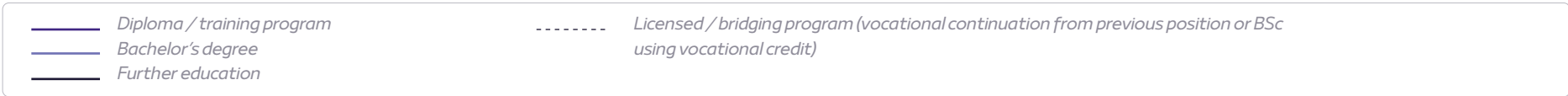
Career pathways #3 – Allied Health: Technicians & Technologists



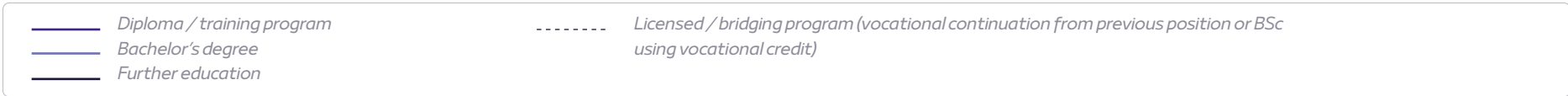
Note: (1) Registered nurses that completed a laser training course for hair reduction; (2) CSS aide falls below CSS technician and requires a HS degree and practical training

Source: NHRA Allied Health PQR, NHRA and Sector Working Group inputs

Career pathways #4 – Allied Health: Dental



Career pathways #5 – Allied Health: Psychology



Psychologist¹

BSc in Psychology

Psychometrist

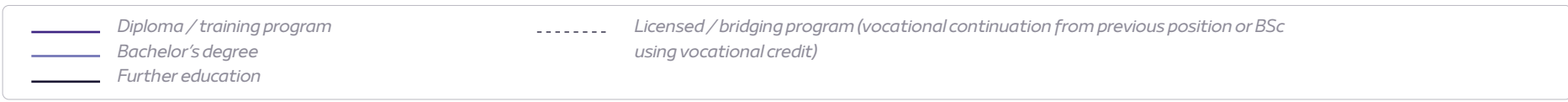
BSc or equivalent in Psychometrics

Psychotherapist

BSc in Education **and** MSc in Psychology, Psychotherapy or related fields

Note: (1) Different disciplines exist within psychologists including Clinical, Health, Child, Counseling, Educational, Forensic, Marriage and Family and Genetic Counselor. Genetic Counselor requires a BSc in psychology and MSc in Genetic Counseling
Source: NHRA Allied Health PQR, NHRA and Sector Working Group inputs

Career pathways #6 – Allied Health: Alternative Medicine



Physician practitioner

- Acupuncture physician practitioner
- Chiropractic physician practitioner
- Homeopathy physician practitioner
- Naturopathy physician practitioner
- Osteopathy physician practitioner
- Traditional chinese medicine (TCM) physician practitioner
- Herbal Therapy physician practitioner
- Unani/Arab Medicine physician practitioner
- Ayurveda physician practitioner
- Biodynamic Craniosacral Therapy physician practitioner
- Cupping Therapy physician practitioner
- Massage therapy physician practitioner
- Reflexology physician practitioner

Practitioner

- Ayurveda practitioner
- Biodynamic craniosacral therapy practitioner
- Cupping therapy practitioner
- Massage therapy practitioner
- Reflexology practitioner

- Acupuncture practitioner
- Chiropractic practitioner
- Homeopathy practitioner
- Naturopathy practitioner
- Osteopathy practitioner
- Traditional Chinese Medicine (TCM) practitioner
- Herbal Therapy practitioner
- Unani/Arab Medicine practitioner

BSc in Medicine and Surgery, and academic / training program in Alternative Medicine

All candidates must take an internship and enter as a GP before specializing as a Physician Practitioner

(view Physicians and Dentists job family)

BSc degree

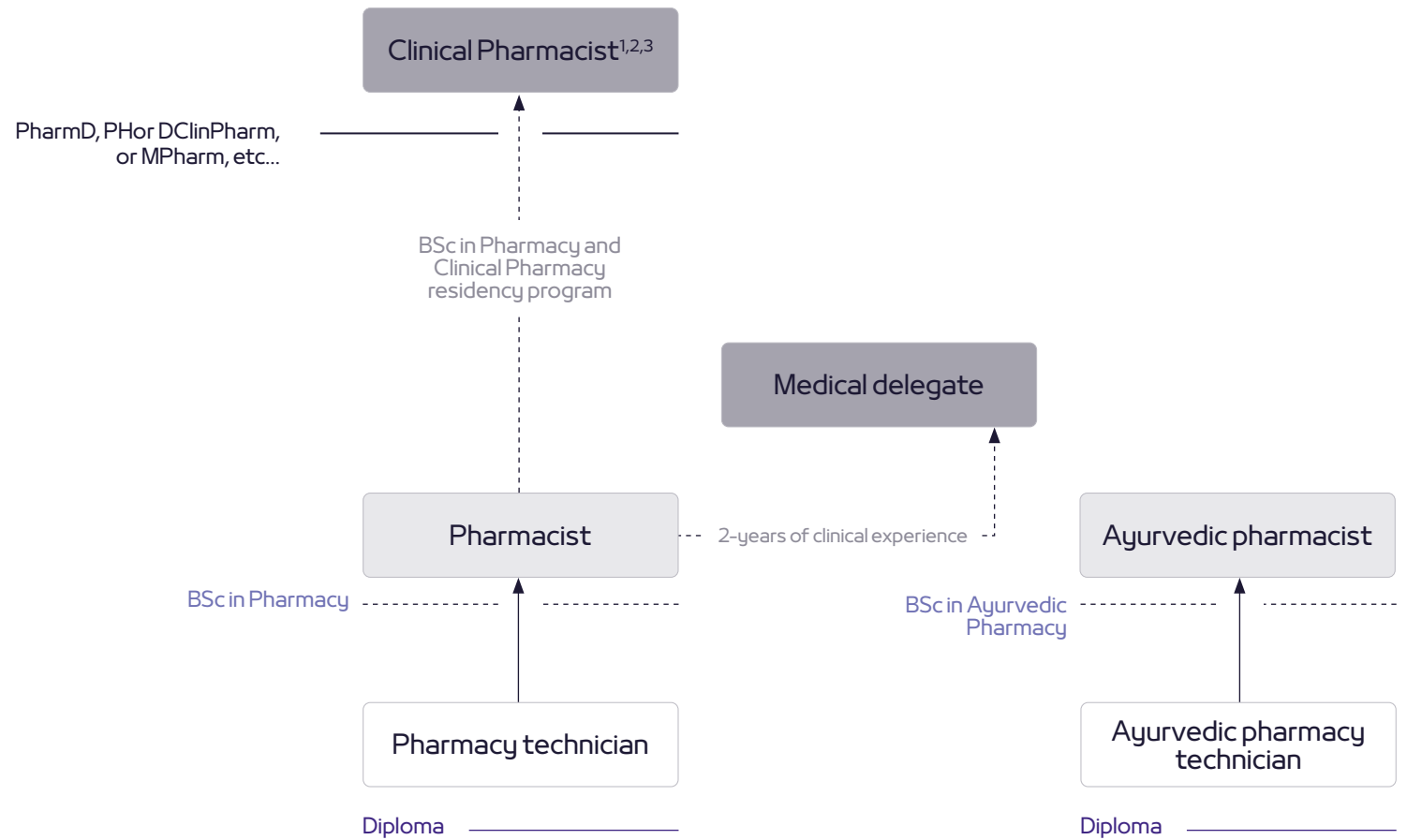
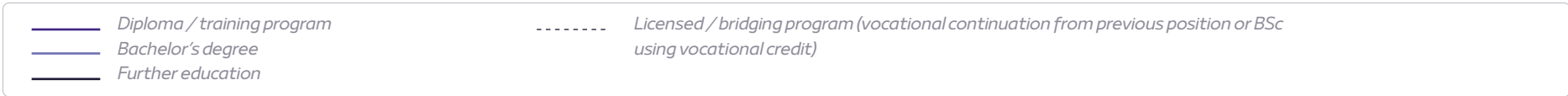
BSc degree

Technician

- Ayurveda technician
- Biodynamic craniosacral therapy technician
- Cupping therapy technician
- Massage therapy technician
- Reflexology technician

Diploma

Career pathways #7 – Pharmacists



Note: (1) Clinical pharmacists require two-years of work-experience post certification in a hospital setting with a valid license (for non-Bahrainis); (2) Includes Industrial Pharmacists, Nuclear Pharmacists / Radio-pharmacists, Clinical Pharmacist Specialists; (3) Other entryways include BSc Pharmacy and clinical pharmacy residency program, or BSc in Pharmacy and PhD. in Clinical Pharmacy;

Source: NHRA Pharmacist PQR, NHRA and Sector Working Group inputs

APPENDIX

Healthcare sector job roles (1/9)

Job roles and description	
Job Role	Description
Acupuncture Physician practitioner	Physician specializing in acupuncture, focusing on pain relief and treatment of various conditions through needle insertion.
Acupuncture practitioner	Professional who practices acupuncture, using needles to alleviate pain and treat various physical, mental, and emotional conditions.
Advanced Midwife	Highly trained midwife with advanced skills in prenatal care, labor and delivery, and postpartum care.
Advanced Nurse	Registered nurse with advanced education and training, often specializing in a specific area of healthcare.
Anesthesia Technologist	Technologist specializing in assisting with anesthesia equipment, patient monitoring, and other tasks related to anesthesia administration.
Anesthesiologist	Medical doctor specializing in anesthesia and perioperative medicine, pain management, and critical care medicine.
Audiologist	Healthcare professional specializing in identifying, diagnosing, treating, and monitoring disorders of the auditory and vestibular systems.
Ayurveda Physician practitioner	Physician specialized in Ayurveda, a holistic approach to health care that originated in India, using natural therapies and lifestyle interventions.
Ayurveda practitioner	Practitioner skilled in Ayurveda, an ancient Indian system of medicine that emphasizes balance in bodily systems using diet, herbal treatment, and yogic breathing.
Ayurvedic pharmacist	Pharmacist specializing in Ayurvedic medicines, responsible for preparing and dispensing plant-based remedies according to Ayurvedic principles.
Ayurvedic pharmacy technician	Technician skilled in preparing and dispensing Ayurvedic medicines, often working under the supervision of an Ayurvedic pharmacist.

Healthcare sector job roles (2/9)

Job roles and description	
Job Role	Description
Biodynamic Craniosacral Therapy Physician practitioner	Physician specialized in craniosacral therapy, focusing on using gentle touch to manipulate the joints in the cranium or skull, parts of the pelvis, and spine to treat disease.
Biodynamic craniosacral therapy practitioner	Practitioner skilled in craniosacral therapy, a holistic treatment approach focusing on the manipulation of the skull bones and spine for overall health.
Cardiovascular Technologist	Technologist who assists with cardiac catheterization procedures and other cardiovascular tests and treatments.
Cardiovascular technician	Technician specializing in the use and maintenance of equipment for diagnosing and treating heart and blood vessel ailments.
Cast technician	Technician skilled in the application, adjustment, and removal of casts and other devices used in orthopedic treatments.
Central sterile services aide	Aide responsible for the sterilization and preparation of medical equipment, ensuring cleanliness and safety in healthcare settings.
Central sterile services technician	Technician specializing in the sterilization and organization of medical instruments and equipment for medical procedures.
Chief resident	Chief resident provides leadership and oversight to senior and junior residents and interns in a hospital or clinical setting.
Chiropractic Physician practitioner	Physician specializing in the chiropractic medicine and the diagnosis and treatment of mechanical disorders of the musculoskeletal system, particularly the spine.
Chiropractic practitioner	Practitioner focusing on the diagnosis and treatment of neuromuscular disorders, with an emphasis on treatment through manual adjustment of the spine.

Healthcare sector job roles (3/9)

Job roles and description	
Job Role	Description
Clinical Pharmacist	Pharmacist who works directly with medical professionals and patients, optimizing medication use and improving patient outcomes.
Cupping therapy practitioner	Practitioner specializing in cupping therapy, a form of alternative medicine in which cups are placed on the skin to create suction, believed to stimulate blood flow.
Cupping Therapy Physician practitioner	Physician skilled in the practice of cupping therapy, using suction techniques for therapeutic purposes.
Dental Assistant	Dental Assistant assists dentists in providing more efficient dental treatment, aiding with procedures, and preparing the work area.
Dental Hygienist	Dental Hygienists focus on preventing and treating oral diseases and promoting dental health through organized community efforts.
Dental Technician	Technician skilled in the design, construction, and repair of dental appliances and prostheses under the direction of a dentist.
Dentist	Medical professional specialized in diagnosing, preventing, and treating diseases and conditions of the oral cavity.
Dialysis Technologist	Technologist specializing in operating dialysis machines used in the treatment of patients with kidney failure.
Dialysis technician	Technician trained in operating and maintaining dialysis machines, which are used to treat patients with kidney failure.
Dietician	Expert in dietetics; that is, human nutrition and the regulation of diet, often advising people on dietary choices to achieve a specific health-related goal.
EEG technician	Technician skilled in performing electroencephalographic (EEG) tests, which record electrical activity of the brain.
Electro-neurodiagnostic	Technician involved in the study and recording of electrical activity in the brain and nervous system for diagnostic purposes.

Healthcare sector job roles (4/9)

Job roles and description	
Job Role	Description
EMG technician	Technologist who specializes in electromyography (EMG), a technique for evaluating and recording the electrical activity produced by skeletal muscles.
Emergency medical technician	Technician trained to respond quickly to emergency situations regarding medical issues, traumatic injuries, and accident scenes.
General consultant	General consultants provide expert advice in a particular area, often within a specific field of medicine or healthcare.
General Dentist	Dentist who provides general dental care by diagnosing, treating, and managing overall oral health care needs.
General Practitioner (GP)	Primary care physician who diagnoses and treats a wide range of common health problems and refers patients to specialists if necessary.
Hair transplant technician	Technician specialized in assisting with hair transplant surgeries, including preparation, procedure assistance, and follow-up care.
Herbal Therapy Physician practitioner	Physician who specializes in using herbal remedies to treat various ailments, focusing on natural, plant-based healing methods.
Herbal Therapy practitioner	Practitioner specializing in the use of herbs and botanicals for therapeutic and medicinal purposes, often as part of alternative medicine.
Homeopathy Physician practitioner	Physician who specializes in homeopathy, a form of alternative medicine based on the principle of treating "like with like."
Homeopathy practitioner	Practitioner who uses homeopathic methods, employing highly diluted substances to trigger the body's natural healing processes.
Intern	Medical graduate in the process of gaining practical experience under the supervision of experienced doctors, typically in a hospital.

Healthcare sector job roles (5/9)

Job roles and description	
Job Role	Description
IVF technologist (Embryologist)	Technologist specializing in in-vitro fertilization, responsible for handling and fertilizing eggs, and assisting in reproductive research and procedures.
Junior resident	Medical doctor undergoing specialized training in a particular field of medicine and working under the supervision of senior medical staff.
Laser hair removal technician	Technician specializing in removing unwanted hair using laser technology, often working under medical supervision in healthcare or aesthetic settings.
Massage therapy Physician practitioner	Physician advanced training in massage therapy, focusing on therapeutic massage practices for medical purposes and patient care.
Massage therapy practitioner	Practitioner who performs massage therapy, a technique involving the manipulation of soft tissues to enhance health and well-being.
Medical delegate	Healthcare professional representing a medical organization or company, often responsible for liaising with healthcare providers and institutions.
Medical lab technician	Technician who performs laboratory testing and analyses in clinical laboratories to help diagnose, treat, and prevent diseases.
Medical lab Technologist	Technologists perform complex tests and procedures that help physicians detect, diagnose, and treat diseases.
Medical physicist	Technologist who applies physics to medicine, particularly in the fields of radiation oncology, nuclear medicine, and medical imaging.
Midwife	Trained professional who assists women during labor, delivery, and after the birth of their babies, focusing on normal and low-risk childbirth.
Mould room technician	Technician who creates molds and casts for patients in orthopedic and other medical treatments.

Healthcare sector job roles (6/9)

Job roles and description	
Job Role	Description
Nuclear medicine technologist	Technologist specializing in the preparation and administration of radioactive substances for diagnosis and treatment.
Nurse	Licensed healthcare professional who practices independently or in collaboration with other health care professionals to provide care and education to patients.
Nutrition technician	Technician specializing in diet and nutrition, often assisting dietitians and nutritionists in preparing meals, counseling patients, and conducting dietary assessments.
Nutritionist	Technologist specialized in food and nutrition, advising people on what to eat to lead a healthy lifestyle or achieve a specific health-related goal.
Occupational therapist	Therapist specializing in occupational therapy, assisting patients to develop, recover, or maintain daily living and work skills.
Occupational therapy technician	Technician who assists occupational therapists in providing therapy that helps individuals achieve independence in all facets of their lives.
Osteopathy Physician practitioner	Physician who specializes in osteopathy, a type of alternative medicine that emphasizes physical manipulation of muscle tissue and bones.
Osteopathy practitioner	Practitioner of osteopathy, focusing on treating and strengthening the musculoskeletal system to improve overall health.
Paramedic	Highly trained healthcare professional who provides advanced emergency medical care, including diagnosis and treatment in pre-hospital settings.
Perfusionist	Technologist who operates the cardiopulmonary bypass machine during cardiac surgery to manage the patient's physiological status.
Pharmacist	Healthcare professional responsible for the preparation, dispensing, and appropriate use of medication, providing advice on their proper administration and potential side effects.

Healthcare sector job roles (7/9)

Job roles and description	
Job Role	Description
Pharmacy technician	Technician who assists pharmacists in dispensing medication, managing prescriptions, and providing customer service in a pharmacy setting.
Phlebotomist	Technician trained to draw blood from patients for various laboratory tests, transfusions, donations, or research.
Physician practitioner	Medical doctor who practices alternative medicine, diagnosing and treating diseases, injuries, and other physical and mental impairments.
Physiotherapist	Healthcare professional specializing in physical therapy, helping patients restore, maintain, and increase their physical mobility, strength, and function.
Physiotherapy technician	Technician who supports physiotherapists in the rehabilitation of patients, helping them improve their mobility and manage pain.
Podiatrist	Medical professional specializing in diagnosing and treating conditions of the foot, ankle, and related structures of the leg.
Podiatry assistant	Assistant who works under the supervision of a podiatrist, helping with clinical and administrative tasks in a podiatry office.
Practical nurse / healthcare assistant	Nurse or assistant providing basic medical and nursing care under the supervision of physicians, mid-level practitioners, and registered nurses.
Prosthetist / orthotist	Healthcare professional specializing in the prescription, design, and management of prosthetic and orthotic devices.
Psychologist	Professional specializing in the study of the mind and behavior, often providing counseling and therapy to individuals with mental health issues.
Psychometrist	Specialist in administering and interpreting psychological tests and assessments.
Psychotherapist	Trained therapist who uses talk therapy to treat people with mental health problems, emotional challenges, and psychiatric disorders.

Healthcare sector job roles (8/9)

Job roles and description	
Job Role	Description
Radiologic Technologist	Technologist specializing in diagnostic imaging examinations, such as X-rays, CT scans, and MRIs.
Radiologic technician	Technician who performs diagnostic imaging examinations using X-rays, CT scans, and MRI machines under the supervision of radiologists.
Radiotherapy technician	Technician specializing in operating radiotherapy equipment, which is used in the treatment of cancer patients.
Reflexology practitioner	Practitioner who applies pressure to specific points on the feet, hands, or ears, believed to benefit other parts of the body and improve health.
Reflexology Physician practitioner	Physician skilled in reflexology, providing therapeutic pressure to reflex points on the feet, hands, or ears to improve overall health and well-being.
Respiratory therapist	Therapist specializing in the evaluation, treatment, and care of patients with breathing or other cardiopulmonary disorders.
Respiratory therapy technician	Technician who assists in the treatment and care of patients with breathing or other cardiopulmonary disorders under the supervision of respiratory therapists.
Senior Resident	Experienced medical resident who has advanced to a senior position, often responsible for supervising junior residents and providing more complex patient care.
Speech technician	Technician specializing in assisting speech therapists with the treatment of communication disorders, often handling equipment and preparing materials.
Speech therapist	Therapist who assesses, diagnoses, and treats speech, language, social communication, cognitive-communication, and swallowing disorders in children and adults.

Healthcare sector job roles (9/9)

Job roles and description	
Job Role	Description
Specialized consultant	Expert in a specific field of medicine who provides specialized knowledge and skills to support diagnosis, treatment, and patient care.
Specialized medical lab technologist	Medical laboratory scientist with specialized training in certain areas of lab testing, responsible for performing more complex analyses.
Specialized physiotherapist technologist	Physiotherapy technician with specialized skills in certain areas of physical therapy, assisting in advanced therapeutic procedures.
Specialized radiologic technologist	Radiologic technologist with advanced training in specific imaging techniques or types of diagnostic imaging.
Specialist	Healthcare professional with advanced education and training, focusing on a specific area of medicine or surgery.
Specialist Nurse	Nurse with advanced training and specialization in a specific area of nursing, providing expert care and consultation.
Traditional Chinese Medicine Physician practitioner	Physician specializing in Traditional Chinese Medicine, including herbal therapy, acupuncture, and massage, for holistic treatment.
Traditional Chinese Medicine practitioner	Practitioner of Traditional Chinese Medicine, using various methods like acupuncture and herbal remedies to treat health issues.
Unani/Arab Medicine Physician practitioner	Physician specializing in Unani medicine, an ancient system of medicine that uses a wide range of treatments based on the temperament of the patient.
Unani/Arab Medicine practitioner	Practitioner of Unani medicine, focusing on the healing power of nature and using a variety of natural remedies.
Operation theatre technician	Technician who assists in the preparation and operation of the operating theatre, supporting surgeons and medical staff during surgical procedures.