

September 2020

#### GUIDELINES TO APPLICANTS

1. If you meet the requirements, kindly forward a concise CV to The relevant Practitioner/Administrator (Human Resources) by email or logging on to the NHLS career page <http://careers.nhls.ac.za> (I-Recruitment), quoting the reference number and the job title.
2. Response Email addresses of the relevant HR representative and or Region is supplied at the end of each regional adverts. The onus is on the applicant to ensure that their application has been received. Incomplete applications and applications received after the closing date will not be considered.
3. Any credentials of the contract of employment will be subject to Security clearance, Competency/Psychometric assessments, reference checking, signing of performance contract on appointment, signing of an employment contract on appointment, presentation etc.
4. Applicants will be shortlisted in line with the NHLS applicable proficiency matrix for health professionals.
5. The NHLS reserves the right, at its discretion, to remove the advertisement and or not to appoint.
6. Proof of registration with a Professional body (e.g. HPCSA, SANC etc.) and other supporting documents should accompany all applications.
7. Correspondence will be limited to shortlisted candidates only.
8. The NHLS is an equal opportunity, affirmative action employer. The filing of posts will be guided by the NHLS employment Equity Targets.
9. Successful applicants will be remunerated on the published scale associated with the grade of the post. This means that the remuneration of an applicant who is successful for a position that is lower than his/her current job grade will be adjusted downward with effect from the date of appointment.
10. External applicants shall be responsible for all expenditure related to attendance of interviews.
11. This is an open advert. External applicants are welcome to apply for this bulletin

**CLOSING DATE: 14 September 2020**

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**JOINT APPOINTMENT POSITIONS**

**PATHOLOGIST (ENTRY) - GRADE PHE**

Universitas Academic Complex/UFS	Anatomical Pathology, Chemical Pathology, Microbiology (Ref: Uni1414)
IALCH Academic Complex/UKZN	Anatomical Pathology, Haematology (Ref: IALCH1414)
Groote Schuur Tertiary Business Unit/UCT	Anatomical Pathology, Haematology (Ref: GSH1414)
Dr George Mukhari Tertiary Business Unit/SMU	Microbiology, Anatomical Pathology, Virology (Ref: DGM1414)
Tshwane Academic Division/UP	Anatomical Pathology, Microbiology, Clinical Pathology (Ref: TAD1414)
Nelson Mandela Academic/WSU	Haematology (Ref: NMA1414)
Ehlanzeni Business Unit/UL	Chemical Pathology (Ref: ELUL1414)

**Key Job Responsibility**

■ Preparation and delivering of academic lectures/seminars within an existing curriculum framework. ■ To perform, interpret report on and authorise a full range of laboratory tests / autopsies with the specified turnaround times ■ To guide clinicians (including internal and external customers) in the selection and interpretation of laboratory tests to optimize patient care, including the provision of an after-hours service. ■ To provide informal training to undergraduate and post-graduate students as well as medical technologists in order to impart knowledge, teach skills and assess competence. ■ Conduct routine diagnostic services.

**Minimum requirements & Key competencies**

■ FCPATH or MMED qualification in the relevant discipline ■ Takes accountability for own personal development (attending CPD etc.) ■ HPCSA registered for independent practice as pathologist in applicable discipline.

## PATHOLOGIST (SENIOR) - GRADE PHI

Universitas Academic Complex/UFS	Microbiology, Chemical Pathology (Ref: UNI1514)
Groote Schuur Tertiary Business Unit/UCT	Anatomical Pathology, Haematology (Ref: GSH1514)
University of Witwatersrand/CMJAH	Haematology (Ref: GPCMJAH1514)
IALCH Academic Complex/UKZN	Anatomical Pathology (Ref: IALCH1514)
Tshwane Academic Division/UP	Anatomical Pathology (Ref: TAD1514)
Capricon Business Unit/UL	Anatomical Pathology (Ref: TLP1514)

### Key Job Responsibility

■ Contributes to the management of the Unit/Laboratory/Facility in conjunction with other colleagues in collaboration. ■ Responsible for Implementation of short term projects. ■ Involvement in personal development and training of others in the department (entry level paths, technologists, scientists, interns) ■ Working within a team to coordinate teaching modules ■ Involved in under graduate and post graduate assessments. ■ Conduct consultative and diagnostic services. ■ Supervise entry level pathologists ■ Provides input into changes and improvements to SOPs ■ Validates new instruments / tests for laboratory ■ Contribute to the adherence and compliance to quality systems and SANAS requirements. ■ Collaboration of research within own department / institution, either independently or under supervision.

### Minimum requirements & Key competencies

■ FCPATH or MMED qualification in the relevant discipline ■ Minimum 3 years' experience as pathologist consultant ■ HPCSA registered for independent practice as pathologist in applicable discipline ■ Peer Reviewed Publication ■ Successfully supervise undergraduate and postgraduate students – BSc Hons, MMed, MSc. ■ Presentation skills. ■ Evidence of peer recognition such as reviewing manuscripts, review research proposals, editorials, conference abstract reviewing, editorial board, NRF rating, etc. Both the number of activities as well as the nature of the activity ■ Co-investigator / collaborator ■ Presentation at national conference.

## PATHOLOGIST (PRINCIPAL) - GRADE PHP

Universitas Academic Complex/UFS	Chemical Pathology (Ref: UNI1608)
IALCH Academic Complex/UKZN	Anatomical Pathology, Haematology (Ref: IALCH1608)
Tshwane Academic Division/UP	Anatomical Pathology (Ref: TAD1608)

### Key Job Responsibility

■ Responsible for management of a unit / laboratory / facility in collaboration with a laboratory manager. ■ Active involvement within the NHLS/ University /Professional bodies promoting discipline and/or organisational strategic objectives at a regional or national level. ■ Participation in the development of teaching program/modules and/or participation in regional / national discipline specific teaching programs. ■ Manages several pathologists and/or a large laboratory. ■ Implements improvements to local / regional laboratory practices or clinical programmes ■ Contribute to the development of pathology diagnostic policies and/or responsible for supporting several laboratories and/or providing a referral consultative and/or clinical diagnostic service at a regional level ■ Lead the QA team of the Unit/Laboratory to comply with SANAS requirements and ensure continuous quality improvement. ■ Introducing or improving diagnostic and interpretation techniques and procedures ■ Validation of new instruments / tests for national programmes (e.g. via HTA) ■ Collaboration of research with other departments at a national level.

### Minimum requirements & Key competencies

■ FCPATH or MMED qualification in the relevant discipline ■ Minimum 5 years' experience as pathologist ■ At least 1-year laboratory management experience ■ HPCSA registered for independent practice as pathologist in applicable discipline ■ Multiple Peer Reviewed Publications as first/senior author ■ Successfully supervised/co-supervised BSc Hons, MSc, MMED, PhD. ■ Additional research degree desirable. ■ Evidence of external/ community interaction (schools, engaging with outside clinicians / clinical groups, training academic community outside pathology) ■ Undergraduate and/or postgraduate external examiner (national level). ■ Academic curriculum development at local level. ■ Acting as examiner for CMSA. ■ Evidence of consultation on complex clinical queries locally / regionally. ■ Nationally: Invited for participation in committees, symposia, congresses, working groups. ■ National conference presentations ■ PI in research projects at local level. ■ PI on national grant ■ Evidence of peer recognition such as reviewing manuscripts, review research proposals, editorials, conference abstract reviewing, editorial board, NRF rating, etc.

## MEDICAL GENETICIST (PRINCIPAL) - GRADE PHP

Johannesburg Sedibeng and West Rand Business Unit

- Medical Genetics (Ref: 1608)

### Key Job Responsibility

■ Responsible for management of the clinical and counselling unit. ■ Active involvement within the NHLS/ University /Professional bodies promoting discipline and/or organisational strategic objectives at a regional or national level. ■ Participation in the development of teaching program/modules and/or participation in regional / national discipline specific teaching programs. ■ Manages several medical geneticists and genetic counsellors. ■ Implements improvements to local / regional laboratory practices or clinical programmes ■ Contribute to the development of medical genetic diagnostic policies and/or providing a referral consultative and/or clinical diagnostic service at a regional level ■ Interact with the QA team of the Unit/Laboratory to comply with SANAS requirements and ensure continuous quality improvement. ■ Interaction with laboratory to improve diagnostic and interpretation techniques and procedures ■ Clinical input into validation of new instruments / tests for national programmes (e.g. via HTA) ■ Collaboration of research with other departments at a national level.

### Minimum requirements & Key competencies

■ FCMG and MMED qualification or equivalent ■ Minimum 5 years' experience as medical geneticist ■ At least 1-year clinical management experience ■ HPCSA registered for independent practice in Medical Genetics ■ Multiple Peer Reviewed Publications as first/senior author ■ Successfully supervised/co-supervised BSc Hons, MSc, MMED, PhD. ■ Additional research degree desirable. ■ Evidence of external/ community interaction (schools, engaging with outside clinicians / clinical groups, training academic community outside pathology) ■ Undergraduate and/or postgraduate external examiner (national level). ■ Academic curriculum development at local level. ■ Acting as examiner for CMSA. ■ Evidence of consultation on complex clinical queries locally / regionally. ■ Nationally: Invited for participation in committees, symposia, congresses, working groups. ■ National conference presentations ■ PI in research projects at local level. ■ PI on national grant ■ Evidence of peer recognition such as reviewing manuscripts, review research proposals, editorials, conference abstract reviewing, editorial board, NRF rating, etc.

## MEDICAL SCIENTIST (PRINCIPAL) - GRADE MSP

Universitas Academic Complex

- Human Genetics (Ref: HGUNI- MSP)

### Key Job Responsibility

■ Independent research and managing a research group, producing complex and scientific reports. ■ Responsible for overall management of multiple research projects, interpretation, techniques and procedures. ■ Responsible for development and implementation of proposals/protocol/new technology and new approaches. ■ Training and formal supervision of staff at all levels including intern medical scientists and technologists in the development of, delivery and evaluation of training programs and or tools. ■ Decides on specialized test or procedure to be used, interpret and authorize the results ■ Uses expertise and specialized knowledge to advise medical professional on appropriate testing and interpretation of results. ■ Responsible for overseeing and training of staff. ■ Designing of local and national intervention and programs ■ Manages, monitors, control stock, workflows and turnaround time ■ Management of Quality System.

### Minimum requirements & key competency

■ MSc or equivalent in Medical Science in **Genetics for Universitas** /PhD in **Genetics** ■ PhD is strongly recommended ■ 5 years' relevant experience as Medical Scientist ■ At least 1 year's laboratory management experience ■ Registered with HPCSA as a Medical Scientist in **Genetics** ■ Principal/Co investigator with successful funding applications for new separate projects ■ Author or co-author on peer reviewed journal manuscripts or book chapters ■ Successful supervision /co-supervise BSc Hons, MSc, MMED, PhD ■ External examiner of Masters and PhD Dissertation/Thesis ■ Local and national invited membership ■ Evidence of national and international conference and other research forum presentation by candidate or supervised students. ■ Full funding of own research group activities.

Interested persons who meet the requirements are invited to send their CVs, ID, HPCSA registration and qualification, to Ms. Mathapelo Dlamini, enquiry telephone number (011) 386 6099 or via e-mail: [aargahr@nhls.ac.za](mailto:aargahr@nhls.ac.za) . Please indicate the center, discipline and reference number of the post.