



DECEMBER 2025

AMENDMENT

GUIDELINES TO APPLICANTS

1. 1. If you meet the requirements, kindly email a detailed CV to the relevant Practitioner/Administrator (Human Resources), quoting the reference number and the job title. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA).
2. Proof of current registration with a Professional body (e.g., HPCSA, SANC, etc.) and other supporting documents should accompany all applications e.g., qualification's identity document, driver's license etc.
3. Response Email addresses of the relevant HR representative and is supplied at the end of each regional advert. 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.
4. Candidates' credentials will be subjected to criminal record checks, citizen verification, financial record checks, qualification/Study verification, previous employment verification, and social media accounts behavior/comments verifications.
5. Candidates may be required to undergo competency/psychometric assessments, presentations, typing tests, or any other related assessments.
6. All health professional roles may be subjected to further assessment in line with the applicable proficiency matrix to determine the correct level.
7. At its discretion, The NHLS reserves the right to remove the advertisement and or not to appoint.
8. Correspondence will be limited to shortlisted candidates only.
9. These positions are open to all employees of the NHLS Including the employees who are on contract in similar or different positions.
10. Internal employees are required to complete a period of twelve months in their current role before they can be eligible to apply for transfer.
11. The NHLS is an equal opportunity, affirmative action employer. The filing of posts will be guided by the NHLS employment Equity Targets.
12. Successful applicants will be remunerated on the entry level of the published pay scale associated with the advertised position grade and in line with the recruitment and selection policy, salary offer clause. 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.
13. **This is an open advert. External applicants are welcome to apply for this bulletin**

CLOSING DATE: 12 DECEMBER 2025

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ACADEMIC AFFAIRS, RESEARCH AND QUALITY ASSURANCE

Joint appointment staff

PATHOLOGIST (ENTRY) - GRADE PHE

Charlotte Maxeke Tertiary Business Unit/WITS	Anatomical Pathology (Ref: CMJAHWITS 1414) (RE-ADVERTISEMENT) Chemical Pathology (X2 POSTS) (Ref: CMJAHWITS 1414)
Chris Hani Baragwanath Hospital/ WITS	Anatomical Pathology (Ref: CHBHWITS 1414) (RE-ADVERTISEMENT)
Nelson Mandela Academic/WSU	Chemical Pathology (Ref: NMAL 1414) (RE-ADVERTISEMENT)
Tshwane Academic Division/ UP	Anatomical Pathology (Ref: TAD 1414) (RE-ADVERTISEMENT)
Dr George Mukhari Tertiary Business Unit/SMU	Anatomical Pathology (X2 POSTS) (Ref: DGM 1414) (RE-ADVERTISEMENT)
IALCH Academic Complex/UKZN	Anatomical Pathology (X3 POSTS) (Ref: IALCH 1414) (RE-ADVERTISEMENT)
Tygerberg Tertiary Business Unit/US	Chemical Pathology (Ref: TYG 1414)
Universitas Academic Complex/UFS	Chemical Pathology (Ref: UNI 1414)
Groote Schuur Tertiary Business Unit/UCT	Anatomical Pathology (Ref: GSH 1414)
Capricorn/UL	Chemical Pathology (Ref: CAPRUL 1414) (RE-ADVERTISEMENT)
Universitas Academic Complex/UFS	Haematology (Ref: UNI 1414)

Key Job Responsibility

■ Preparation and delivering of academic lectures/seminars within an existing curriculum framework. ■ For Anatomical Pathology, to perform, interpret, report on and authorise a full range of laboratory tests / autopsies within 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 / Chemical Pathology / Clinical Pathology.

PATHOLOGIST (SENIOR) - GRADE PHI

Charlotte Maxeke Tertiary Business Unit/WITS	Anatomical Pathology (X3 POSTS) (Ref: CMJAHWITS 1514) (RE-ADVERTISEMENT) Oral Pathology in Anatomical Pathology (Ref: CMJAHWITS 1514) (RE-ADVERTISEMENT)
Tygerberg Tertiary Business Unit/US	Anatomical Pathology (Ref: TYG 1514) (RE-ADVERTISEMENT)
Capricorn/UL	Anatomical Pathology (Ref: GSH 1514) (RE-ADVERTISEMENT) Virology (Ref: GSH 1514) (RE-ADVERTISEMENT) Chemical Pathology (Ref: CAPRUL 1514) (RE-ADVERTISEMENT)

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 undergraduate and postgraduate 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

Nelson Mandela Academic/WSU	Anatomical Pathology (Ref: NMAL 1608) (RE-ADVERTISEMENT) Chemical Pathology (Ref: NMAL 1608) (RE-ADVERTISEMENT)
Universitas Academic Complex/UFS	Chemical Pathology (Ref: UNI 1608) (RE-ADVERTISEMENT)
Groote Schuur Tertiary Business Unit/UCT	Chemical Pathology (Ref: GSH 1608)

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/MChD 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 SCIENTIST (ENTRY) - GRADE MSE

Tshwane Academic Division/UP

Anatomical Pathology (Ref: TAD 9014)

Capricorn/UL

Microbiology (Ref: CAPRUL 9014)

Key Job Responsibility

- Conducts research under supervision of a Senior Medical Scientist or Pathologist ■ On the bench (training of intern scientist, technologist and technicians). ■ Co-supervision of small research project. ■ Conducts tests and procedures independently. ■ Conducts troubleshooting on procedures independently. ■ Contributes to laboratory administration (e.g. records, procurement, stock, control, equipment maintenance). ■ Records completed in accordance with current policies / procedures and relevant SOP. ■ Maintenance logs are accurate, up to date accessible and retrievable. ■ Error logs/corrective action reports completed according to requirements.
- Perform equipment maintenance. ■ Participation in Quality Management. ■ Develops appropriate tests and improves existing laboratory tests in order to optimize and enhance the provision of public health service. ■ Performs Fluorescent in situ Hybridization testing ■ Performs cytogenetic haematology (chromosome analysis) diagnostic testing. ■ Performs chromosome breakage analysis in chromosome instability syndromes.

Minimum requirements & Key competencies

- BSc Honours / MSc or equivalent in Medical Science or relevant field (post internship), Human Genetics will be advantageous ■ 0 years' experience post internship
- Registered with the professional body, HPCSA. ■ At least 1 Scientific Research Abstract ■ Involvement in development and validation of either 1 new diagnostic methodology or significant modifications to existing applications/ procedures ■ Presentation at local conferences/ research days or forums ■ Adherence to quality management systems ■ Corrective action logs ■ Active participation in maintaining SANAS accreditation. ■ HPCSA registration as Medical Biological Scientist in the category Genetics. ■ Experience or internship training in chromosome analysis and Fluorescent in situ Hybridization are required. ■ Experience in chromosome instability disorders will be advantageous.

MEDICAL SCIENTIST (SENIOR) - GRADE MSI

Charlotte Maxeke Tertiary Business Unit/WITS

Somatic Cells (X2 POSTS) (Ref: CMJAHWITS 1319)

Groote Schuur Tertiary Business Unit/UCT

Anatomical Pathology (Ref: GSH 1319)

Key Job Responsibility

- Managing public health laboratory services, research and development projects, alone and in collaboration.
- Training and co-supervision of staff, intern scientists, biotechnologists, technologists and students including involvement in the development and delivery of training programs and /or other tools.
- Conducting tests and/or procedures independently, interprets and authorizes results.
- Conduct genomic testing, using state-of-the-art methods including next generation sequencing.
- Manage and take accountability for the integrity of data and / or results captured by technical and/or clerical staff.
- Carrying out maintenance and administration according to internal and external requirements.
- Participating in quality management.
- Maintaining accurate, up to date, accessible and retrievable logs.
- Solving technical problems independently (e.g. controls not working); reporting persistent problems.
- Perform equipment maintenance.
- Performing root cause analysis.
- Interpreting results of internal quality assessment tests.
- Ensuring compliance with SOP's and nonconformance raised.
- Verifying results/techniques of others in addition to processing own work.
- Actively participating in maintaining SANAS accreditation.
- Developing and validating new diagnostic methodology or significant modifications to existing scientific applications/procedures.

Minimum requirements & Key competencies

- MSc or equivalent in Medical Science in the relevant discipline
- PHD is advantageous
- HPCSA registration as a Medical Scientist in the relevant discipline
- Minimum of 3 years' relevant experience at a scientist level.
- Author of at least 2 research articles in peer-reviewed scientific journals
- Lecturing experience.
- Supervised undergraduate and postgraduate students – BSc Hons, MMed, MSc.
- Experience in obtaining research funding and ethics approval.
- Development and validation of new tests.
- Dilutional microbiology experience & 17025 training is advantageous
- Producing standard and complex reports
- Familiar with modern molecular techniques, incl NGS.
- Co-managing project finances.
- Competency evaluations.
- Presentation skills.

MEDICAL SCIENTIST (PRINCIPAL) - GRADE MSP

Tygerberg Tertiary Business Unit/US

Chemical Pathology (Ref: TYG 1607) (RE-ADVERTISEMENT)

Charlotte Maxeke Tertiary Business Unit/WITS

Microbiology (Ref: WITS 1607)

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 and 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 and students. ■ Designing of local and national intervention and programs ■ Manages, monitors, control stock, workflows and turnaround time ■ Management of Quality System.

Minimum requirements & Key competencies

- MSc or equivalent in Medical Science in specific discipline ■ PhD is strongly recommended ■ 5 years' relevant experience as Scientist or Researcher ■ At least 1 year's management experience ■ Experience in the development and use of LCMS methodologies (advantageous) for **Chemical Pathology** ■ Registered with HPCSA as a Medical Scientist in the relevant discipline ■ 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. ■ Experience in bioinformatics techniques or data analysis relevant to genetic data advantageous.

MEDICAL OFFICER - GRADE D1

Nelson Mandela Academic/WSU	Anatomical Pathology (Ref: NMAL 1318) (RE-ADVERTISEMENT)
IALCH Academic Complex/UKZN	Anatomical Pathology (Ref: IALCH 1318) (2 YEARS FIXED TERM CONTRACT) (RE-ADVERTISEMENT)

Key Job Responsibility

■ Conducts supervised research, clinical trials and/or diagnostic testing and surveillance. ■ Presents at national or international conferences or academic research days/forums ■ Develop and prepare training material for training programmes for surveillance officers, peers and immediate teams ■ Publish international review articles in the respective field ■ Prepare and submit grant applications for research ■ Develop and implement proposals/protocols/publications/new technologies or new approaches ■ Contribute significantly to operational management, staff, budgets and projects ■ To compile reports and perform administrative tasks in order to ensure accurate record management as prescribed in policies and procedures ■ To do quality assurance to ensure that the required standards are met in order to protect the patient ■ To troubleshoot when required to determine and remedy the cause of machine malfunction or problems ■ To contribute to medical technologist/technician, undergraduate teaching and the departmental CPD program to ensure that the departmental objectives and obligations in this regard are met ■ To assist with the training of registrars/experiential and intern students on annual Learnership in order to transfer skills as well as to ensure that patient care is not compromised ■ To train and develop health care professionals to ensure they have the skills required by the organisation and are able to achieve their performance objectives

Minimum requirements & Key competencies

■ MB BCH / MB CHB ■ Registration with the HPCSA as Medical Doctor ■ Relevant post graduate academic qualification PhD (desirable) ■ 0-3 years related experience as Medical Officer after community service ■ 4-6 years experience as Medical Officer after community service (desirable) ■ Conducting research or surveillance in collaboration ■ Conducting independent post qualification research ■ Initiate and/or conduct research/surveillance(PI) and/or supervise post qualification research ■ Project management skills ■ Programme and human resources skills ■ Skills to conduct routine diagnostic services or analysis ■ Leadership and policy development skills ■ Strategic skills ■ Stakeholder relations ■ Mentoring and coaching ■ Ability to multi-task ■ Innovation skills ■ Troubleshooting skills, analytical skills, attention to detail

Interested persons who meet the requirements are invited to send their CVs, ID, HPCSA registration and qualifications via e-mail: aargahr@nhls.ac.za or contact Ms Mathapelo Dlamini (011) 386 6099 / Mr Keslin Chetty (011) 386 6537. Please indicate the reference number of the post, name of the post and the specific discipline.