



APRIL 2025

GUIDELINES TO APPLICANTS

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.), CPD compliance status report 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**



**NATIONAL HEALTH
LABORATORY SERVICE**

CLOSING DATE: 15 APRIL 2025

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GAUTENG REGION

BUSINESS UNIT: EKURHULENI TSHWANE
DISCIPLINE: CLINICAL PATHOLOGY / CHEMICAL PATHOLOGY
LOCATION: TAMBO MEMORIAL
POSITION: SERVICE PATHOLOGIST (RE-ADVERTISEMENT)
PAY GRADE: PHI
REFERENCE NUMBER: GAUPATH (44700-001-1414)

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 pathologist, 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 competency

■ FCPATH or MMED qualification in Clinical Pathology/Chemical Pathology ■ Minimum 3 years' experience as pathologist consultant ■ HPCSA registered for independent practice as pathologist in Clinical Pathology/Chemical Pathology ■ Peer Reviewed Publication ■ Proof of current registration in Clinical Pathology/Chemical Pathology ■ 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

Enquiries may be directed Xoliswa Sinkqo @ (011) 489 9020, e-mail application to xoliswa.sinkqo@nhls.ac.za

BUSINESS UNIT: GAUTENG REGION
DISCIPLINE: ANATOMICAL PATHOLOGY
LOCATION: BRAAMFONTEIN MANAGEMENT AND ADMIN
POSITION: SERVICE PATHOLOGIST (RE-ADVERTISEMENT)
PAY GRADE: PHI
REFERENCE NUMBER: GAUPATH (64150-000-1414)

Main Purpose of the Job

To manage an academic laboratory or major sub-component, thereof, within the framework of an accredited quality system to ensure that the diagnostic output is delivered in accordance with the principles of good laboratory practice to provide a professional consultative service to clinicians to promote appropriate and cost effective utilisation of laboratory services so as to facilitate optimization of patient management as well as to foster an environment conducive to training and research

Key Job Responsibility

■ Responsible to committing to final diagnostic patient investigation to ensure that the report presented in the final laboratory is compatible with the clinical presentation. ■ Provide an after hours service. ■ Interacts with clinicians and at clinico-pathology meetings to ensure that investigations requested and diagnosis proposed are appropriate and compatible with clinical presentation to ensure optimization of patient management (including ward rounds). ■ Guide the selection of appropriate specialised investigations in the work-up of difficult and challenging cases in order to arrive at a definite diagnosis in the most cost effective manner. ■ Responsible for the appropriate allocation specimen referred for second opinion to ensure that cases are reviewed by the person with appropriate knowledge and experience for the pathology in question in order to provide the best possible expert opinion. ■ Available to provide expert advice to all internal and external customers in order to resolve clinical and diagnostic queries and concerns in a professional and timely manner and responds to complaints about any aspect of the diagnostic service output in a professional and timely manner to promote sound customer relations. ■ Directly responsible for the design, development and maintenance of quality system that governs the laboratory to ensure compliance with the principles of good laboratory practice and fulfilment of SANAS accreditation requirements and relevant legislation. ■ Contributes towards the development of comprehensive learning objectives and training programmes in order to guide the teaching and training of registrars to ensure that the required level of competence is attained, as well as undertaking regular assessments to determine readiness for examination to ensure qualification and specialist HPCSA registration within the prescribed time period. ■ Contributes to overall design of undergraduate curricula and or major sub-components thereof responsible for compilation, delivery and evaluation of quality and appropriateness of content and effectiveness of teaching in accordance with University requirements in order to ensure that the level of knowledge and skills transfer takes place. ■ Coordinates departmental continuing professional development programmes to ensure that all medical and technical staff are informed of new developments within the practice of pathology and clinical medicine as appropriate to enhance understanding of the principles of diagnostic techniques and to create an awareness if the relevance to patient care in order to provide a deeper meaning to routine laboratory work as well as to ensure compliance with HPCSA statutory requirements. ■ To participate in trials and self-initiated research in order to fulfil the strategic objectives of the organization.

Minimum requirements & key competency

■ MBCHB and M Med and/or FCPATH in Anatomical Pathology ■ 3 years as a Pathologist in Anatomical Pathology ■ Gross Pathology ■ Histopathology ■ Cytology ■ Autopsy Pathology ■ Electron microscopy ■ Immunohistochemistry ■ Consultative histopathology ■ Laboratory Quality assurance processes ■ Laboratory safety procedures ■ Principles of applied research methodology ■ Laboratory management ■ Scientific writing ■ Molecular Diagnostics ■ Interpretation of histopathology slides ■ Interpretation of cytology slides ■ Interpretation of macroscopic pathology ■ Interpretation of other diagnostic tests ■ Teaching and training ■ Computer literacy ■ Communication skills ■ Presentation skills ■ Analytical and diagnosing ■ Planning and Problem Solving ■ Conducting research ■ Management and Financial skills.

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BUSINESS UNIT: BRAAMFONTEIN
DISCIPLINE: MANAGEMENT AND ADMINISTRATION
LOCATION: BRAAMFONTEIN COMPLEX
POSITION: PROJECT MANAGER (RE-ADVERTISEMENT)
PAY GRADE: D2
REFERENCE NUMBER: GAUBRAAM1224/001-01 (40940-000-1406)

Main Purpose of the Job

To implement and monitor a cohesive project management process across the region, together with on-going high-level support to the Area manager

Key Job Responsibility

■ Manage and prioritise medium to complex project delivery and governance from beginning to end in accordance with NHLS business strategic objectives and Project Management Methodologies ■ Assist in the definition of the scope and objectives involving all relevant stakeholders and ensuring technical feasibility ■ Develop comprehensive projects plan and track project progress in line with the projects timelines ■ Manage projects scope, goals and deliverables that support business goals in collaboration with all stakeholders ■ Develop full-scale project documentation which addresses all knowledge areas in accordance with the Project Management Methodology ■ Develop, manage and execute communication, human resources, change management, procurement and quality management strategies to achieve project delivery within triple constraints which are scope, timeline and budget ■ Meet budgetary objectives and make adjustments to project constraints based on financial analysis ■ Manage project governance to drive projects delivery ■ Develop a project evaluation framework to assess the strengths of the project and identify areas of improvement ■ Plan, assign and manage project human resources internally and externally ■ Delegate tasks and responsibilities to appropriate personnel ■ Develop and manage multi-project risks, issues, dependencies and mitigation strategies ■ Oversee the development and implementation of the Performance Monitoring Plan (PMP) and frameworks to capture project performance and results, including routine service delivery data reporting, baseline and endline assessments, and all monitoring for process and outcome evaluations ■ Lead results reporting by providing written documentation on M&E (monitoring & evaluation) activities and indicator results for progress and annual reports, as appropriate.

Minimum requirements & key competency

■ Bachelor degree (NQF Level 7) in Health Sciences / Information Science or Related ■ Project Management Certification (Prince2 preferable) ■ 8 (Eight) years' experience in Project management environment of which 5 (five) years should be in health sector ■ HPCSA reg advantage ■ Extensive computer knowledge ■ Sound knowledge of procurement process (PFMA) ■ Knowledge of Portfolio, Program and Project management methodologies and Practices ■ Thorough understanding of project management phases ■ Knowledge of Business Analysis Practices ■ Knowledge of Business Case development, Project Prioritization and Benefit Realisation ■ Knowledge of Change Management Methodologies ■ Knowledge and Understanding of PFMA Principles and Practices, knowledge of Procurement and Contract Management Processes ■ Risk Management Skills ■ Ability to plan work effort and manage project schedule and priorities ■ Attention to detail ■ Planning and Organising ■ Excellent Communication skills ■ Administrative skills ■ Problem solving ■ Deadline driven or Time management skills ■ Analytical skills ■ Project Management skills ■ Negotiation skills ■ People Management skills ■ Ability to work in a team and under pressure ■ Budgeting skills ■ High Level Communication Skills ■ candidate will be required to do excel competence exercise.

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