NATIONAL HEALTH
LABORATORY SERVICE

NOVEMBER 2026
AMENDED BULLETIN

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: 13 NOVEMBER 2026

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VACANCY BULLETIN

ACADEMIC AFFAIRS, RESEARCH AND QUALITY ASSURANCE

Joint appointment staff

PATHOLOGIST (ENTRY) - GRADE PHE	
Charlotte Maxeke Tertiary Business Unit/WITS	Anatomical Pathology (Ref: CMJAHWITS 1414) (X4 POSTS) **(RE-ADVERTISEMENT)** (43102-001-1414) (43102-004-1414) (43102-005-1414) (43102-008-1414)
Chris Hani Baragwanath Hospital/ WITS	Microbiology (Ref: CHBHWITS 1414) **(RE-ADVERTISEMENT)** (43106-008-1414)
Nelson Mandela Academic/WSU	Haematology (Ref: NMAL 1414) **(RE-ADVERTISEMENT)** (23108-002-1414)
Tshwane Academic Division/ UP	Anatomical Pathology (Ref: TAD 1414) (45102-001-1414) Haematology (Ref: TAD 1414) (45104-004-1414) Clinical Pathology (Ref: TAD 1414) **(RE-ADVERTISEMENT)** (45109-001-1414)
IALCH Academic Complex/UKZN	Anatomical Pathology (X2 POSTS) (Ref: IALCH 1414) **(RE-ADVERTISEMENT)** (81213-001-1414) (81213-005-1414)
Rob Ferreira Hospital/ UL	Clinical Pathology (Ref: RFUL 1414) **(RE-ADVERTISEMENT)** (72200-002-1414)
Dr George Mukhari Tertiary Business Unit/SMU	Anatomical Pathology (X3 POSTS) (Ref: DGM 1414) (46102-001-1414) (46102-002-1414) (46102-004-1414)
Universitas Academic Complex/UFS	Microbiology (Ref: UNI 1414) (31106-001-1414)
Tygerberg Tertiary Business Unit/US	Anatomical Pathology (Ref: TYG 1414) (X2 POSTS) (11102-002-1414) (11102-004-1414) Haematology (Ref: TYG 1414) (11104-005-1414)

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 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. ■ **For Anatomical Pathology**, to perform, interpret, report on and authorise a full range of laboratory tests / **autopsies** within the specified turnaround times ■ Conduct routine diagnostic services.■ Provincial coverage.

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 has a specialist.

PATHOLOGIST (SENIOR) - GRADE PHI	
Charlotte Maxeke Tertiary Business Unit/WITS	Anatomical Pathology (X3 POSTS) (Ref: CMJAHWITS 1514) (RE-ADVERTISEMENT) (43102-012-1514) (43102-002-1514) (43102-005-1514) Oral Pathology in Anatomical Pathology (Ref: CMJAHWITS 1514) (RE-ADVERTISEMENT) (43102-002-1514)
Capricorn/UL	Anatomical Pathology (Ref: CAPRUL 1514) (RE-ADVERTISEMENT) (61002-001-1514)
Groote Schuur Tertiary Business Unit/UCT	Anatomical Pathology (Ref: GSH 1514) (RE-ADVERTISEMENT) (12102-001-1514)
IALCH Academic Complex/UKZN	Microbiology (Ref: IALCH 1514) (RE-ADVERTISEMENT) (81209-008-1514)
Tygerberg Tertiary Business Unit/US	Anatomical Pathology (Ref: TYG 1514) (11102-001-1514)

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.■ Provincial coverage.

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 has a specialist ■ 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) (23102-001-1608)** **Chemical Pathology (Ref: NMAL 1608) (RE-ADVERTISEMENT) (23101-001-1608)**
Charlotte Maxeke Tertiary Business Unit/WITS	**Anatomical Pathology (Ref: CMJAHWITS 1608) (RE-ADVERTISEMENT) (41982-008-1608)**
Groote Schuur Tertiary Business Unit/UCT	**Chemical Pathologist (Ref: GSH 1608) (RE-ADVERTISEMENT) (12101-001-1608)**

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 has a specialist ■ 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

Nelson Mandela Academic/WSU	Virology (Ref: NMAL 1414) (23104-001-9014)

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. ■ 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 paternity and kinship testing ■ Performs molecular haematology diagnostic testing

Minimum requirements & Key competencies

■ BSc Honours / MSc or equivalent in Medical Science or relevant field (post internship) ■ 0 years' experience post internship ■ Registered with the applicable professional body e.g. HPCSA / SACNASP or SAIOH. ■ 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 Molecular Biology, will be advantageous. ■ Paternity and kinship testing experience will be advantageous.

Interested persons who meet the requirements are invited to send their CVs, ID, HPCSA registration and qualifications via e-mail: aarqahr@nhls.ac.za or contact Ms. Mathapelo Dlamini (011) 386 6099 / Mr. Keslin Chetty (011) 386 6537 / Ms. Casandra Shikwambana (011) 386 6096. Please indicate the reference number of the post, name of the post and the specific discipline.