



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.) and other supporting documents should accompany all applications e.g., qualification's identity document, drivers 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 bulletin therefore internal and external applications will be considered.





NATIONAL HEALTH LABORATORY SERVICE

BUSINESS UNIT: NATIONAL INSTITUTE FOR OCCUPATIONAL HEALTH
DISCIPLINE: OCCUPATIONAL HYGIENE
LOCATION: BRAAMFONTEIN
POSITION: OCCUPATIONAL HYGIENIST (READVERTISEMENT)
PAY GRADE: D1
REFERENCE NUMBER: NIOH0325.001.02

Main Purpose of the Job

Facilitate occupational and environmental health and safety risk reduction interventions in the workplace and affected communities.

Key job responsibilities

- Conduct occupational and environmental health and safety assessments, surveys and audits for internal and external clients in order to identify and control workplace risks.
- Provide professional and practical advice on risk control interventions in order to mitigate identified risks.
- Prepare training materials and deliver relevant education and training courses as required (up to post-graduate level) in order to enhance capacity building in the field.
- Propose, develop, participate in and support relevant research projects in occupational hygiene or associated fields in order to contribute to the body of occupational health knowledge.
- Supervise, mentor, train and develop junior Occupational Hygiene technologists and assistants in the Occupational Hygiene Section in order to transfer knowledge and skills.
- Develop, implement and maintain the systems and procedures of the NIOH Approved Inspection Authority to ensure compliance with the SANAS 17020 requirements and health and safety regulations.
- Present research results in scientific papers, technical literature at local/international events in order to promote the occupational hygiene profession.
- Serve on local and international professional and technical committees as appropriate in order to promote the occupational hygiene profession.

Minimum requirements & key competencies

- Bachelor's degree in Environmental Health/ Physiology/Health Science/ Occupational Hygiene/ Engineering or related field.
- Master's degree (desirable)
- Registration as an Occupational Hygienist with the Southern African Institute for Occupational Hygiene (SAIOH) or relevant professional organization for Occupational or Industrial Hygienists
- Legal Knowledge in Occupational Hygiene
- 4 to 6 years' experience in risk and exposure assessment
- Valid driver's licence
- Report writing skills
- Understanding of quality assurance principles
- Junior personnel management and mentoring skills
- Ability to work accurately and independently
- Multitasking skills
- Ability to meet deadlines, work under pressure and as part of a team
- Computer literacy (MS Office, Excel & PowerPoint).

**Interested candidates who meet the requirements are invited to send their applications to Recruiter4@nioh.ac.za
Enquiries may be directed to Ketsitseng Maseko @ (011) 712 6400**

Closing date : 11 April 2025





NATIONAL HEALTH LABORATORY SERVICE

BUSINESS UNIT: NATIONAL INSTITUTE FOR OCCUPATIONAL HEALTH
DISCIPLINE: OCCUPATIONAL MEDICINE
LOCATION: BRAAMFONTEIN
POSITION: MEDICAL SCIENTIST (ERGONOMICS) (READVERTISEMENT)
PAY GRADE: C4
REFERENCE NUMBER: NIOH0325.001.03

Main Purpose of the Job

Conduct ergonomics work in support of an ergonomics consultation service within the Ergonomics Unit.

Key job responsibilities

■ Client liaison: Provide professional ergonomics services to clients, including risk assessments, research, training and consultations as per the clients' needs/requirements. ■ Field work and assessments: Conduct on-site ergonomics surveys, risk assessments, training using specialised equipment to quantify workplace hazards. ■ Analysis and reporting: To apply knowledge to execution of tasks such as literature reviews and the interpretation of information and provide feedback verbally and in written report. ■ Conduct ergonomics workplace assessment and utilise measuring instruments to quantify workplace hazards and put recommendations that mitigate for occupational injury or disease. ■ Evaluate ergonomics assessments from a system approach i.e., to evaluate human and machine systems by observing, measuring, and grading how people interact with each other and their equipment and work spaces. ■ Reviewing of reports; writing reports of surveys, data collected and analytical results. ■ Implement the Ergonomics Programme within the NHLS in alignment with the Ergonomics Regulations of 2019, gazetted under the Occupational Health and Safety Act No. 85 of 1993. Provide expert advice in the implementation of Ergonomics policies, processes, procedures and guidelines within NHLS. ■ Provide ergonomics awareness training as well as assistance in conducting specialised testing/evaluations within the Ergonomics Laboratory at NHLS. ■ Liaise with responsible Occupational Medicine Practitioner (OMP) to conduct specialised diagnostic and consultations according to available SOPs. ■ Assist with conducting teaching and training for undergraduate, post graduate learners at Institutions of Higher learning and to the public and private industry when required. ■ Perform duties that bring awareness to the discipline of Ergonomics and collaborate with local and international stakeholders. ■ Generate new knowledge through research activities in the Ergonomics Unit. ■ Disseminate research findings through publications in peer reviewed journals, presentations in local and international conferences. ■ Manage different projects within the Ergonomics Unit (project planning, costing etc). ■ Maintain good clinical practice and laboratory standards within the Ergonomics Unit. ■ Engage effectively with internal & external stakeholders to maintain good working relations. ■ Manage own time effectively in order to deliver on work activities and provide reports within stipulated SLA. ■ Participate in activities/projects within the Occupational Medicine Section.

Minimum requirements & key competencies

■ Bachelor's Degree in Human Factors & Ergonomics or any other related field (Biokinetics, Occupational Health, Occupational Therapy, Sports science, Environmental Health, Physiotherapy, Industrial psychology, Engineering, Human Movement Science). ■ Postgraduate Honours in related field (Desirable). ■ 2 to 3 years' experience in human factors & ergonomics, risk assessments, report writing, teaching and training, statistical analysis. ■ 2 years' research experience in Human Factors & Ergonomics or any other related field (Biokinetics, Occupational Health, Occupational Therapy, Sports science, Environmental Health, Physiotherapy, Industrial psychology, Engineering, Human Movement Science) ■ Ergonomics Society of South Africa (ESSA) membership (desirable). ■ Be eligible to register/apply to be a Certified Ergonomist.





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- Associate-in training or Certified Ergonomics Associate or Certified Professional Ergonomist-in training. ■ Valid Drivers' license
- Demonstrate understanding and application of OHS principles. ■ Good knowledge in at least two domains (anthropometry, biomechanics, task analysis, human physiological capabilities, musculoskeletal disorders, interface and workstation design, occupational health and safety or human functional performance). ■ Assessment of manual materials handling tasks, repetitive tasks and working postures. ■ Assessment of office workplaces and inspection of tasks. ■ Knowledge of using ergonomics assessment tools. Statistical knowledge (data analysis and interpretation).
- Teaching and training. ■ Research techniques. ■ Good laboratory/clinical practice. ■ Computer: MS office suite. ■ Communication (verbal and written).
- Presentation. ■ Self-motivated. ■ Professional and ethical behaviour.

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Enquiries may be directed to Ketsitseng Maseko @ (011) 712 6400

Closing date : 11 April 2025





NATIONAL HEALTH LABORATORY SERVICE

BUSINESS UNIT : NATIONAL INSTITUTE FOR OCCUPATIONAL HEALTH
DISCIPLINE : ANATOMICAL PATHOLOGY
LOCATION : NIOH BRAAMFONTEIN
POSITION : SENIOR PATHOLOGIST (READVERTISEMENT)
PAY GRADE : PHI
REFERENCE NUMBER : NIOH1024.001.01

Main purpose of the Job

Provide service delivery, undergraduate and post graduate training and to undertake research to assist clinicians in patient management, to build capacity within the field and to build knowledge with the field.

Key Job Responsibility

■Contributes to the management of the laboratory in conjunction with colleagues in collaboration with a laboratory manager ■Implementation of short term projects. ■ Involvement in personal development and training of others in the department (entry level paths, technologists, scientists, interns). ■Work within a team to co-ordinate teaching modules. ■Involvement in under graduate and post graduate assessments/internal examiner. ■Successfully supervise postgraduate students – BSc Hons, MMed, MSc (successful graduation of 1 or more postgraduates and at least 2 currently under supervision/co supervision). ■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. ■Delivered (i.e. presenting author) at least 2 national conference presentations in 3-year cycle,

3 – 5 peer reviewed publication over last 3 years (avg 1 -2 /year). ■Collaboration of research within own department/institution, either independently or under supervision. ■Co-investigator/collaborator on national grant. ■Review manuscripts, review research proposals, editorials, conference abstract reviewing, editorial board, NRF rating, etc. (1-3 activities for senior/year; sustained over 3 years).

Minimum requirements & key competency

■ MBCHB and M Med/ FCPATH within relevant discipline ■ Registration with HPCSA as Pathologist within relevant discipline (Independent practice category) ■ Plus 3 years post qualification experience /qualification as pathologist consultant **Knowledge:** ■General medical virology ■Principles and practice of all diagnostic virology laboratory methods ■Laboratory safety ■Statistics and assay validation ■Research methodology ■Disease surveillance and outbreak investigation ■Quality assurance ■Laboratory management ■Scientific writing.

Skills required: ■Interpretation of tests results ■Informal or small group teaching ■Preparation and delivery of formal lectures ■Time management skills ■Report writing skills ■Planning and organizing ■Interpersonal skills ■Management and financial skills ■ MS Office proficiency ■ Communication skills ■Presentation skills ■Analytical and diagnosing skills. ■Problem Solving.

Interested candidates who meet the requirements are invited to send their applications to Recruiter4@nicd.ac.za

Enquiries may be directed to Mammei Hlehlisi-Galo @ (011) 555 0581

Closing date : 17 April 2025

