



May 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 external bulletin open to both internal NHLS employees and external candidates.**





NATIONAL HEALTH LABORATORY SERVICE

BUSINESS UNIT : NATIONAL INSTITUTE FOR OCCUPATIONAL HEALTH
DISCIPLINE : ANATOMICAL PATHOLOGY
LOCATION : NIOH BRAAMFONTEIN
POSITION : MEDICAL SCIENTIST ENTRY (READVERTISEMENT)
PAY GRADE : MSE
REFERENCE NUMBER : NIOH0425.001.01

Main purpose of the Job

Conduct research relevant to the pathology discipline, to teach and train students, to do diagnostic test development and to assist in troubleshooting related to diagnostic testing.

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. ■ Perform specialized histology procedures including scanning electron microscopy, specimen grossing, immunohistochemistry, molecular tests, post mortem procedures and routine histology as and when required in line with operational needs of the laboratory.

Minimum requirements & key competency

■ BSc (Hons) is essential / MSc an advantage in Medical Science or related field ■ **HPCSA registration as Medical Scientist in Anatomical Pathology** ■ Work experience post internship in anatomical pathology laboratory, an advantage ■ Experience in a SANAS accredited lab, an advantage. ■ Involvement in development and validation of either one or more diagnostic methodology or significant modification to existing applications or procedures ■ Scientific research abstract at least one ■ Training of students or co-supervision of small research project ■ Communication skills (verbal and written) ■ Attention to detail ■ Problem solving skills ■ Accuracy skills ■ Computer literacy ■ Interpersonal skills.

Interested candidates who meet the requirements are invited to send their applications to Recruiter4@nioh.ac.za
Enquiries may be directed to Ketsitseng Maseko on (011) 712 6400
Closing date : 28 May 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 : 06 June 2025

