



October 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. Both internal and external applicants will be considered.**





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 competencies

■ 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 October 2025





NATIONAL HEALTH LABORATORY SERVICE

BUSINESS UNIT : NATIONAL INSTITUTE FOR OCCUPATIONAL HEALTH
DISCIPLINE : ANATOMICAL PATHOLOGY
LOCATION : NIOH BRAAMFONTEIN
POSITION : PATHOLOGIST ENTRY
PAY GRADE : PHE
REFERENCE NUMBER : NIOH1025.001.02

Main Purpose of the Job

Contribute in the management of pathology laboratory or major sub-component, thereof, within the framework of quality system. Ensure that the diagnostic output is delivered in accordance with the principles of good laboratory practice and to provide a professional consultative service to clinicians. Promote appropriate cost effective utilization of laboratory services so as to facilitate optimization of patient management. Contribute to training and research outputs.

Key Job Responsibility

■ Responsible for the final diagnostic report sent out to the clinicians. ■ Interaction and consultation with clinicians to ensure that routine requested investigations and proposed diagnosis are appropriate. ■ Provide expert advice to all customers in order to resolve clinical and diagnostic queries in a professional and timely manner. ■ 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. ■ Contribute in the design, development and maintenance of quality system. ■ Comply with the principle of good laboratory practice, full SANAS accreditation requirements and relevant legislation. ■ Contribute to the overall management of the laboratory. ■ Teach and train Registrars, Scientists, Technologists and Technicians. ■ Contributes towards teaching and training of undergraduate students in accordance with University requirements. ■ Contribute to the departmental CPD programmes. ■ Conduct research in order to contribute to the publications and towards translation of policy and service.

Minimum Requirements & Key Competency

■ MBCHB and M Med/ FCPATH within relevant discipline ■ Registration with HPCSA as Pathologist within relevant discipline (Independent practice category) ■ Newly qualified / entry level Pathologist (relevant discipline) ■ Takes accountability for own personal development (attending CPD etc.) ■ Biopsy interpretation in order to advise clinicians ■ MS Office proficiency ■ Communication skills ■ Presentation skills ■ Analytical and diagnosing skills. ■ Problem Solving ■ Research skills.

**Interested candidates who meet the requirements are invited to send their applications to Recruiter1@nioh.ac.za
Enquiries may be directed to Ketsitseng Maseko @ (011) 712 6400**

Closing date: 17 October 2025

