



September 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 : BIOBANK
LOCATION : NIOH BRAAMFONTEIN
POSITION : LABORATORY TECHNICIAN (READVERTISEMENT)
PAY GRADE : LT1
REFERENCE NUMBER : NIOH0825.001.01

Main Purpose of the Job

Receive clinical samples and perform routine medical laboratory tests according to Standard Operating procedures (SOP's).

Key Job Responsibility

Laboratory Safety Compliance

- Ensure compliance with health and safety measures at all times – each day/month/year.
- Adherence to decontamination procedures upheld 100% of the time (e.g. daily bench decontamination, bio-hazardous spills, and instrument decontamination spills post service).
- 100% compliance on recording of temperature readings in accordance with relevant SOP's.

Laboratory Process (Produced laboratory work and/or Laboratory Reports)

- Daily receive, sort and prioritize patient samples according to laboratory SOP.
- Daily analyse patient samples according to laboratory SOP.
- Ensures that reliable and accurate results are generated 100% of the time.
- Daily adherence to set turnaround Times for each tests onsite (NB! timed up to the preliminary reports).
- Daily filing and storage of specimen.
- Checks abnormal results according to lab SOP and reports results according to SOP.
- Prepares stains and slides for specialised testing.
- Daily documents data in own area of work.

Maintained and Operated Equipment

- Perform equipment maintenance as per schedule.
- Compliance and application of SOP's.
- Ensure sufficient stock is available as per guidelines.
- Performance of quality checks.
- Competency certificate for operation of equipment.
- 100% compliance to maintenance of reagent log sheets (logging of reagents, date of receipt, use and expiry and loading on instruments).
- Time error logs are flagged on equipment.





NATIONAL HEALTH LABORATORY SERVICE

Quality Assurance

- Prepare quality control material (IQC) as per lab SOP and run routine IQC sample as per SOP and EQA.
- Identify IQC and report deviations to supervisor.
- Daily document log sheets (room temp, fridges, etc.).

Teaching, Training, Research and Development of laboratory staff

- CPD presentation (at least 1 lecture per annum).
Train and be competent using SOP's for all instruments in the laboratory including maintenance in own area of work

Minimum requirements & key competency

■ Matric Certificate ■ SMLTSA Certificate ■ Registered with HPCSA as a Medical Technician in Clinical Pathology ■ 1-3 years of experience in a laboratory environment and sample handling ■ Valid Driver's license ■ Basic MS Office proficiency ■ Health and safety regulations ■ Knowledge of technical appliances ■ Knowledge of quality control procedures ■ Trouble shooting skills ■ Attention to detail ■ Use of laboratory equipment ■ Analytical skills ■ Communication skills ■ Interpersonal skills ■ Computer literacy ■ Record keeping and filing skills ■ Ability to demonstrate the use of laboratory equipment.

Interested candidates who meet the requirements are invited to send their applications to Recruiter1@nioh.ac.za

Enquiries may be directed to Violet Kenke @ (011) 712 6400

Closing date: 11 September 2025





NATIONAL HEALTH LABORATORY SERVICE

BUSINESS UNIT : NATIONAL INSTITUTE FOR OCCUPATIONAL HEALTH
DISCIPLINE : IMMUNOLOGY & MICROBIOLOGY
LOCATION : NIOH BRAAMFONTEIN
POSITION : MEDICAL SCIENTIST ENTRY (READVERTISEMENT)
PAY GRADE : MSE
REFERENCE NUMBER : NIOH0825.001.03

Main Purpose of the Job

Apply specialised knowledge to perform tests to diagnose disorders, diseases and pathogens and to be concerned with basic and applied research in line with the strategic objectives of the department centre, in order to impart knowledge and provide conceptual thinking and understanding of health-related issues.

Key Job Responsibility

■Participate in basic and applied research in line with strategic objectives of the NHLS in order to improve knowledge and provide conceptual thinking and understanding of health-related issues. ■Conduct workplace or site visits, risk assessments and measurements for hazardous biological agents in various workplaces. ■Identify and solve technical problems related to routine laboratory testing and R&D so that an efficient, effective service is provided and accurate and reliable is carried out. ■Perform specialist tests/research services related to bioaerosols in the laboratory and in accordance with SOPs in order to improve knowledge, and provide conceptual thinking and understanding of occupational health related issues. ■Apply specialized knowledge in order to diagnose disorders, diseases and pathogens and when necessary provide consultation so that appropriate treatment or control methods can be provided/implemented ■Assist in troubleshooting of routine tests in order to solve problems timeously and to avoid unnecessary delays in provision of test results ■Train students and technical staff in laboratory skills to ensure that they can deliver improved and effective diagnostic services ■Contribute to total quality management of the laboratory which involves the implementation and monitoring of systems to ensure accurate and reliable results. ■Be responsible for maintenance of the laboratory (environment, housing, equipment etc) and laboratory safety. ■Carry out general laboratory administrative functions as required.

Minimum Requirements & Key Competency

■BSc Honours/ MSc or equivalent in Medical Science or relevant field ■Registration with HPCSA as a Medical Scientist in Microbiology/Immunology. ■Minimum 1-year experience in molecular microbiology laboratory. ■At least 1 scientific research abstract. ■Involvement in the development & validation of either 1 new diagnostic methodology or significant modifications to existing applications/procedures. ■Knowledge of occupational health and bioaerosols (desirable) ■Must have basic knowledge of mycology ■Quality control and good laboratory practice in the laboratory ■Technical and strong analytical skills ■Presentation skills ■Attention to detail ■Ability to work independently ■Working knowledge of accreditation principles (ISO 15189, ISO 17025) ■Computer software programs (MS Office) with advanced Excel skills. ■Knowledge of research methodologies. ■Knowledge of Occupational Health. ■Project management skills. ■Time management. ■Scientific report writing. ■Strong interpersonal skills. ■Communication skills (written and verbal).

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

Closing date: 11 September 2025

