



MAY 2026

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, 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**



**NATIONAL HEALTH
LABORATORY SERVICE**

CLOSING DATE: 08 MAY 2026

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CORPORATE REGION

BUSINESS UNIT: SOUTH AFRICAN VACCINE PRODUCERS (SAVP)
& NATIONAL INSTITUTE FOR COMMUNICABLE DISEASES (NICD)
DISCIPLINE: VETERINARY
LOCATION: SANDRINGHAM
POSITION: VETERINARIAN
PAY GRADE: D2
REFERENCE NUMBER: CORPSAVP/NICD0526/001-01

Key Job Responsibility

■ To provide professional veterinary leadership and oversight across NHLS animal production, research, and diagnostic programmes by ensuring the highest standards of animal health, welfare, ethics, and regulatory compliance ■ The role is responsible for supervising veterinary and laboratory animal activities at the South African Vaccine Producers (SAVP) and the Centre for Emerging Zoonotic and Parasitic Diseases (CEZPD), supporting public health priorities through compliant production and research processes, maintaining accreditation and facility registrations, and providing expert veterinary input to safeguard quality, biosafety, and institutional integrity ■ Manage the small animal unit, quality control, and stables department at SAVP ■ Manage the Laboratory Animal Section of the CEZPD, NICD ■ Lead institutional animal ethics committee (SANS 10386:2008) and ensure adherence to ethics requirements ■ Implement and oversee compliance with the South African Veterinary Council (SAVC) and regulatory frameworks, including DoA Section 20 applicants, transport permits, GMO Act, and conservation laws ■ Manage GLP and GMP quality and operational systems to ensure compliance and cost effectiveness ■ Monitor analytical procedures performed by animal technologists and interpret Quality Control testing results ■ Provide oversight of change controls, deviation, Corrective and Preventive Actions (CAPS,s) and validation protocols in line with quality systems ■ Conduct weekly health and welfare checks for small laboratory animals (more than 50 animals) and weekly checks of poultry flocks ■ Conduct monthly inspections of animal housing and identify and implement corrective actions ■ Prescribe and ensure availability of medicines ■ Respond to after-hours emergencies ■ Assist and supervise procedures such as blood collection and necropsy ■ Develop, implement and review Standard Operating Procedures (SOP,s) for compliance standards and ethics ■ Manage client and supplier relationships including venom contract suppliers ■ Liaise with external research institutes on technical design and efficacy of antivenoms and support global research projects ■ Develop and deliver training and competency assessments for staff handling animals, according to SAVC requirements.

Minimum requirements & key competency

■ Bachelor of Veterinary Science degree (BVSc/MVMCH-NQF Level 7) ■ Registration with the South African Veterinary Council (SAVC) ■ Valid Drivers Licence ■ Minimum of 5 years post-qualification experience ■ Minimum of 3 years supervisory/management experience (Desirable) ■ Proven experience with equine, sheep, poultry and laboratory animals (Desirable) ■ Knowledge of immunological process, GLP/GMP, aseptic procedures, quality control testing, validation, biosafety, OHS, finance and research statistics ■ Knowledge of laboratory animal models, animal welfare, SAVC regulations and ethics ■ Strategic & Analytical Skills ■ Enterprise Architecture Skills ■ Planning and Organising Skills ■ Ability to conduct research and development strategic business documents ■ Budget skills ■ Interpersonal skills ■ Strong Communication Skills ■ Analytical skills and Problem-solving skills ■ Attention to detail ■ Planning and Organising ■ Excellent Communication skills ■ Administrative skills ■ Problem solving ■ Conflict Management skills ■ Time Management skills ■ Ability to work under pressure..

Enquiries may be directed to Ndabenhle Ngongoma @ (011) 386 6145, e-mail application to Corporate2@nhls.ac.za