



MARCH 2023

GUIDELINES TO APPLICANTS

1. If you meet the requirements, kindly forward a concise CV to The relevant Practitioner/Administrator (Human Resources) by email or logging on to the NHLS career page <http://careers.nhls.ac.za> (I-Recruitment), quoting the reference number and the job title.
2. Response Email addresses of the relevant HR representative and or Region is supplied at the end of each regional adverts. 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.
3. Any credentials of the contract of employment will be subject to criminal record checks, citizen verification, financial record checks, qualification/Study verification, previous employment verification, social media accounts behavior/comments verifications, competency/psychometric assessments, signing of performance contract on appointment, signing of an employment contract on appointment, presentation etc.
4. Applicants will be shortlisted in line with the NHLS applicable proficiency matrix for health professionals.
5. The NHLS reserves the right, at its discretion, to remove the advertisement and or not to appoint.
6. Proof of registration with a Professional body (e.g. HPCSA, SANC etc.) and other supporting documents should accompany all applications.
7. Correspondence will be limited to shortlisted candidates only.
8. The NHLS is an equal opportunity, affirmative action employer. The filing of posts will be guided by the NHLS employment Equity Targets.
9. Successful applicants will be remunerated on the published scale associated with the grade of the post. 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.
10. External applicants shall be responsible for all expenditure related to attendance of interviews.
11. **This is an open advert. External applicants are welcome to apply for this bulletin**

CLOSING DATE: 31 MARCH 2023

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ACADEMIC AFFAIRS, RESEARCH AND QUALITY ASSURANCE

Joint appointment staff

PATHOLOGIST (ENTRY) - GRADE PHE

IALCH Academic Complex/UKZN	Chemical Pathology, Virology (Ref: IALCH 1414)
Ehlanzeni Business Unit (Nelspruit)/UL	Chemical Pathology / Clinical Pathology (Ref: EHLUL 1414) (RE-ADVERTISEMENT)
Tygerberg Tertiary Business Unit/US	Anatomical Pathology (Ref: TYG 1414) (RE-ADVERTISEMENT)
Capricorn Business Unit (Polokwane)/UL	Anatomical Pathology (Ref: CAPRUL 1414) (RE-ADVERTISEMENT)
Charlotte Maxeke Tertiary Business Unit/WITS	Anatomical Pathology (Ref: CMJAHWITS 1414) (RE-ADVERTISEMENT)
Groote Schuur Tertiary Business Unit/UCT	Chemical Pathology (RE-ADVERTISEMENT) Anatomical Pathology (X3 POSTS) (Ref: GSH 1414) (RE-ADVERTISEMENT)
Nelson Mandela Academic/WSU	Microbiology (Ref: NMA 1414) Haematology, Anatomical Pathology (Ref: NMA 1414) (RE-ADVERTISEMENT)
Universitas Academic Complex/UFS	Microbiology, Chemical Pathology (Ref: UNI 1414) Haematology (X2 POSTS) (Ref: UNI 1414) (RE-ADVERTISEMENT)

Key Job Responsibility

- Preparation and delivering of academic lectures/seminars within an existing curriculum framework. ■ To perform, interpret report on and authorise a full range of laboratory tests / autopsies with the specified turnaround times ■ To guide clinicians (including internal and external customers) in the selection and interpretation of laboratory tests to optimize patient care, including the provision of an after-hours service. ■ To provide informal training to undergraduate and post-graduate students as well as medical technologists in order to impart knowledge, teach skills and assess competence. ■ Conduct routine diagnostic services.

Minimum requirements & Key competencies

- FCPath or MMED qualification in the relevant discipline ■ Takes accountability for own personal development (attending CPD etc.) ■ HPCSA registered for independent practice as pathologist in applicable discipline.

PATHOLOGIST (SENIOR) - GRADE PHI

Universitas Academic Complex/UFS	Microbiology (Ref: UNI 1514) (RE-ADVERTISEMENT)
Dr George Mukhari Tertiary Business Unit/SMU	Virology (Ref: DGM 1514) (RE-ADVERTISEMENT)
Groote Schuur Tertiary Business Unit/UCT	Anatomical Pathology (Ref: GSH 1514) (RE-ADVERTISEMENT)

Key Job Responsibility

- Contributes to the management of the Unit/Laboratory/Facility in conjunction with other colleagues in collaboration.
- Responsible for Implementation of short term projects.
- Involvement in personal development and training of others in the department (entry level paths, technologists, scientists, interns)
- Working within a team to coordinate teaching modules
- Involved in under graduate and post graduate assessments.
- 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.
- Collaboration of research within own department / institution, either independently or under supervision.

Minimum requirements & Key competencies

- FCPATH or MMED qualification in the relevant discipline
- Minimum 3 years' experience as pathologist consultant
- HPCSA registered for independent practice as pathologist in applicable discipline
- Peer Reviewed Publication
- Successfully supervise undergraduate and postgraduate students – BSc Hons, MMed, MSc.
- Presentation skills.
- Evidence of peer recognition such as reviewing manuscripts, review research proposals, editorials, conference abstract reviewing, editorial board, NRF rating, etc. Both the number of activities as well as the nature of the activity
- Co-investigator / collaborator
- Presentation at national conference.

PATHOLOGIST (PRINCIPAL) - GRADE PHP

Tygerberg Tertiary Business Unit/US	Chemical Pathology (Ref: TYG 1608) (RE-ADVERTISEMENT)
IALCH Academic Complex/UKZN	Anatomical Pathology (Ref: IALCH 1608) (RE-ADVERTISEMENT)
Universitas Academic Complex/UFS	Chemical Pathology, Microbiology (Ref: UNI 1608) (RE-ADVERTISEMENT)

Key Job Responsibility

- Responsible for management of a unit / laboratory / facility in collaboration with a laboratory manager.
- Active involvement within the NHLS/ University /Professional bodies promoting discipline and/or organisational strategic objectives at a regional or national level.
- Participation in the development of teaching program/modules and/or participation in regional / national discipline specific teaching programs.
- Manages several pathologists and/or a large laboratory.
- Implements improvements to local / regional laboratory practices or clinical programmes
- Contribute to the development of pathology diagnostic policies and/or responsible for supporting several laboratories and/or providing a referral consultative and/or clinical diagnostic service at a regional level
- Lead the QA team of the Unit/Laboratory to comply with SANAS requirements and ensure continuous quality improvement.
- Introducing or improving diagnostic and interpretation techniques and procedures
- Validation of new instruments / tests for national programmes (e.g. via HTA)
- Collaboration of research with other departments at a national level.

Minimum requirements & Key competencies

- FCPATH or MMED qualification in the relevant discipline
- Minimum 5 years' experience as pathologist
- At least 1-year laboratory management experience
- HPCSA registered for independent practice as pathologist in applicable discipline
- Multiple Peer Reviewed Publications as first/senior author
- Successfully supervised/co-supervised BSc Hons, MSc, MMED, PhD.
- Additional research degree desirable.
- Evidence of external/ community interaction (schools, engaging with outside clinicians / clinical groups, training academic community outside pathology)
- Undergraduate and/or postgraduate external examiner (national level).
- Academic curriculum development at local level.
- Acting as examiner for CMSA.
- Evidence of consultation on complex clinical queries locally / regionally.
- Nationally: Invited for participation in committees, symposia, congresses, working groups.
- National conference presentations
- PI in research projects at local level.
- PI on national grant
- Evidence of peer recognition such as reviewing manuscripts, review research proposals, editorials, conference abstract reviewing, editorial board, NRF rating, etc.

MEDICAL SCIENTIST - GRADE MSE

Charlotte Maxeke Tertiary Business Unit/WITS

Haematology (Ref: CMJAHWITS 9014)

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. ■ Develops appropriate tests and improves existing laboratory tests in order to optimize and enhance the provision of public health service. ■ Performs environmental microbiological testing
- Performs research and testing of biocides.

Minimum requirements & Key competencies

- BSc Honours / MSc or equivalent in Medical Science or relevant field (post internship) ■ 0 years' experience post internship ■ Registered with the applicable professional body e.g. HPCSA / SACNASP or SAIOH. ■ At least 1 Scientific Research Abstracts ■ Involvement in development and validation of either 1 new diagnostic methodology or significant modifications to existing applications/ procedures ■ Presentation at local conferences/ research days or forums ■ Adherence to quality management systems ■ Corrective action logs ■ Active participation in maintaining SANAS accreditation.

Interested persons who meet the requirements are invited to send their CVs, ID, HPCSA registration and qualifications, to Ms. Mathapelo Dlamini on 011 386 6099, via e-mail: aargahr@nhls.ac.za. Please indicate the reference number of the post, name of the post and the specific discipline