

April 2023

GUIDELINES TO APPLICANTS

1. If you meet the requirements, kindly forward a concise CV and copies of qualifications to The relevant Practitioner/Administrator (Human Resources) by email 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. All health professional roles may be subjected to further assessment in line with the applicable matrix to determine the correct level.
5. Proof of registration with a Professional body (e.g. HPCSA, SANC etc.) and other supporting documents should accompany all applications.
6. *Internal employees are required to complete a period of twelve months in current role before they can be eligible to apply for transfer.*
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.

This in an open bulletin. Both NHLS employees and external applicants are invited to apply.

BUSINESS UNIT: NATIONAL INSTITUTE FOR OCCUPATIONAL HEALTH
DISCIPLINE: OCCUPATIONAL MEDICINE
LOCATION: BRAAMFONTEIN
POSITION: OCCUPATIONAL HEALTH SPECIALIST
PAY GRADE: PHI
REFERENCE NUMBER: NIOH0323.001.02 (Readvertisement & amendment)

Main Purpose of the Job

Manage and co-ordinate activities of the Occupational Medicine section including research, capacity development, clinical service delivery, teaching and training to ensure adequate occupational medicine capacity to achieve the objectives of the NIOH and NHLS.

Key job responsibilities

■Oversee the Occupational Medicine section to ensure effective service delivery and compliance with quality standards. ■ Manage the Occupational Medicine Specialist Referral Clinic ■Contribute to NIOH strategic initiatives to ensure alignment of Occupational Medicine section to overall NIOH and NHLS objectives. ■Facilitate closer working relationships between the section and with other heads of departments for jointly working towards common goals and national priorities ■Provide specialist level occupational medicine clinical services to address the needs of the country and enable NIOH/NHLS to be relevant in its mandate. ■Support human capacity development in occupational health in South Africa through occupational medicine registrar training and participation in occupational health teaching and training for nurses, doctors and other health professionals. ■Identify and initiate research projects relevant to NHLS and national needs in line with the current research agenda and business strategies. ■Contribute to national and regional work groups on occupational health in order to promote the NHLS business obligations. ■Provide guidance and advice to other public enterprises, practitioners, employers and labour on regulations, guidelines and management appropriate to occupational health practice.

Minimum requirements & key competencies

■MBChB and FCPHM. ■Registration with HPCSA as Occupational Medicine Specialist. ■Minimum 5 years 'experience in occupational health as an Occupational Medicine Specialist ■ Minimum 9 years' experience in an Occupational health setting ■Demonstrated evidence of leading and managing a team of Occupational Health Practitioners(essential) ■Experience in providing specialist level occupational medicine clinical services ■Evidence of policy/strategy development and stakeholder management. ■Knowledge of Occupational health and safety legislation.■Experience in teaching and training at post-grad level ■Valid driver's license and own transport. ■Sound Research skills.■Management of occupational health services. ■Strategic management and strong leadership skills. ■Strong written and verbal communication skills. ■Negotiation Skills ■Excellent Interpersonal skills. ■Computer literacy (MS Office and health information systems).■Report writing. ■Conceptual and Analytical thinking. ■Ability to make decisions independently. ■Be able to work under pressure and independently

***Interested candidates who meet the requirements are invited to send their applications to Recruiter4@nicd.ac.za
Enquiries may be directed to Azia Nxumalo @011 555 0581***

Closing date: 18 April 2023



BUSINESS UNIT	: NATIONAL INSTITUTE FOR OCCUPATIONAL HEALTH
DISCIPLINE	: ANATOMICAL PATHOLOGY
LOCATION	: NIOH BRAAMFONTEIN
POSITION	: PATHOLOGIST (ENTRY)
PAY GRADE	: PHE
REFERENCE NUMBER	: NIOH0423.001.04

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 utilisation 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 Recruiter4@nicd.ac.za

Enquiries may be directed to Azia Nxumalo @011 555 0581

Closing date: 18 April 2023

BUSINESS UNIT	: NATIONAL INSTITUTE FOR OCCUPATIONAL HEALTH
DISCIPLINE	: INFORMATION TECHNOLOGY
LOCATION	: NIOH BRAAMFONTEIN
POSITION	: ANALYST DEVELOPER (READVERTISEMENT)
PAY GRADE	: C5
REFERENCE NUMBER	: NIOH0123.001.01

Main Purpose of the Job

Provide complex IT software solutions by working closely with business users throughout all phases of the software development lifecycle (SDLC) in support of the Institutes' surveillance processes.

Key Job Responsibility

- Design complex technical solutions in line with the business requirements to ensure clarity and completeness of the solution.
- Analyze and document business requirements in consultation with users according to appropriate methodology and techniques.
- Develop and debug complex system components in line with technical specifications for quality implementation purposes.
- Determine and evaluate performance measures of the system to ensure optimal utilization.
- Provide code review, testing, debugging, technical documentation, general testing instructions, and lead/assist in go-live planning, go-live moves, and post-live support.
- Facilitate Joint Analysis and Design (JAD) sessions, oversee resources associated with the design, development, testing and implementation phases of projects to ensure quality deliverables and assist in their growth.
- Ability to Analyse large amounts of information to discover trends and patterns.
- Follow and use proper project management principles on all projects.
- Participate in projects to understand new target systems' processes and provisioning needs and implement solutions.
- Learn and master new technologies and techniques.
- Communicates any and all progress, roadblocks, issues to the team and management in a timely manner.
- Strong documentation skills are necessary to create technical specifications and requirements documents.
- Scrub, manipulate and load data from other sources into the systems to ensure accuracy and correctness of information.
- Troubleshoot and support issues identified.
- Ensure all change management and compliance procedures are being followed.
- Provide training and documentation to relevant stakeholders to ensure they understand and can achieve optimal system utilization.
- Perform other duties as required or assigned by emergency or other operational reasons for which the employee is qualified to perform.
- Support and monitor Internal and external application System.
- Support IT department if required.

Minimum Requirements & Key Competency

- National Diploma (NQF 6) and minimum 8 years' software developer experience **or** BSc Degree (NQF 7) in Information Technology, Informatics, Computer Science or another relevant quantitative field and minimum 3 years' software developer experience.
- Post graduate degree in Computer Science or in Information Technology (desirable)
- Microsoft .NET 3.5+ development using C#, Microsoft .Net technologies including WCF, WPF, WF, LINQ and EF (Desirable).
- Understanding client-side JavaScript frameworks including but not limited to JQuery, React, Bootstrap, MetroUI...etc.
- Knowledge in visualization platforms and/or web platforms and working with graphs etc.
- Demonstrates knowledge of database management systems and SQL is necessary to design and implement database solutions.
- Knowledge of data collection, cleaning, pre-processing and analysis
- Business analysis: Understanding of business processes, requirements, and industry standards is necessary to analyse and design software solutions that align with the business needs.
- Knowledge in visualization platforms and/or web platforms and working with graphs etc.
- Strong communication and collaboration skills necessary to work effectively with business stakeholders, project teams, and other developers.
- Familiarity with Agile development methodologies, such as Scrum, required to work effectively on software development projects.

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

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