

## CHIEF EXECUTIVE OFFICER LOCATION: SANDRINGHAM

**Pay Grade: F2 (2 700 260 to 3 320 111, The Total Remuneration is negotiable) - Five year fixed term renewable contract  
Reference Number CEO 1023/01**

The National Health Laboratory Service (NHLS) is a Section 3A Public Entity, with a national footprint of more than 200 laboratories with more than 8000 staff, that provides pathology and health laboratory services to more than 80% of the South African population. It also fulfils vital education and research functions. NHLS generates revenues of approximately R12 billion per annum.

### MAIN PURPOSE OF THE JOB

To provide strategic vision, planning, and operational leadership to ensure that the organisation's operations are optimised to serve the cost-effective and efficient pathology and laboratory health needs of the South African public health sector. The CEO will be responsible for growing and maintaining the organisation with excellence, vision and insight to effectively deliver on Board, shareholder and employee expectations. The incumbent is required to build a strong and successful organisation.

### KEY JOB RESPONSIBILITY

- **Strategy formulation and implementation:** Collaborates with the Board to define and articulate the organisation's vision and to develop strategies for achieving the vision; Develops annual operating plans that support the strategic direction set by the Board and correlate with annual operating budgets; Submits annual plans to the Board for approval; Determines the supporting structures and culture required to support the organisation's vision and mission.
- **General management:** Promotes a culture that reflects the organisation's values, encourages good governance, high-performance, and rewards productivity; Recruits the best talent to fill the various strategic and operational roles required to create organisational success; Fosters and drives a peoplecentric organisation that is focused on its strategic priorities and achieves its objectives.
- **Stakeholder management:** Effectively gain and maintain stakeholder support for the benefit of the NHLS; Serves as the spokesperson and representative for the organisation; Ensures that the organisation and its mission, programmes, finances and services are consistently presented in a strong, positive image to relevant stakeholders; Actively advocates for the organisation, its principles and its values.
- **People management:** Effectively manage, coach and nurture the development of the human capital in the organisation; Effectively translate and interpret the vision and objectives of the organisation through verbal and written mediums; Institute and encourage a culture of measuring and managing performance and rewarding contribution.
- **Financial management:** Efficient and effective management of all financial aspects required to oversee and manage financial budgeting, management and reporting in order to ensure compliance with all necessary legislative and budgetary requirements; Manages the team in developing annual budgets that support operational plans and submits these budgets for Board approval; Effectively manages the organisation's resources within budget guidelines according to current laws and regulations.

- **Compliance management:** Oversees design, delivery, and quality of services: Keeps abreast of current trends related to the organisation's services and mandate and anticipates future trends likely to have an impact on its overall purpose and delivery; collects and evaluates information that measures the success of the organisation's efforts and refinements or changes strategy in response to that information. Ensure full compliance with all relevant legislation relating to a public entity.

### MINIMUM REQUIREMENTS AND KEY COMPETENCY:

- A pathology/public health medicine specialist qualification registered with the HPCSA and Ten (10) years of experience at the management level with substantial executive experience preferably in a laboratory or health environment.

OR

- A PhD Medical Scientist/Medicine/Nursing/Pharmacy who is registered with either the HPCSA, SANC or Pharmacy Council with Twelve (12) years of experience at the management level with substantial executive experience preferably in a laboratory or health environment.

OR

- An equivalent postgraduate business qualification e.g. CA(SA), MBA and Twelve (12) years of experience in related businesses with extensive executive experience preferably in a laboratory or health environment.

### ATTRIBUTES:

- Inspire a sense of vision, purpose, and direction.
- Knowledge of applicable legislative prescripts and regulations in the public and health sector environments.
- Strategic planning and execution.
- Financial and HR management.
- Leadership and team management.
- Experience in managing a large complex business.

Correspondence will be limited to shortlisted candidates only. All appointments have to be in line with the Employment Equity Plan of the NHLS. Employment checks and assessments may be conducted.

**“The NHLS reserves the right, at its discretion, to remove the advertisement and or not to appoint.”**

**Closing: 12 December 2023**

