



## **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: 26 FEBRUARY 2024**

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## ACADEMIC AFFAIRS, RESEARCH AND QUALITY ASSURANCE

### Joint appointment staff

### PATHOLOGIST (ENTRY) - GRADE PHE

Capricorn Business Unit (Polokwane)/UL	Haematology (Ref: CAPRUL 1414) <b>(RE-ADVERTISEMENT)</b> Virology (Ref: CAPRUL 1414) <b>(RE-ADVERTISEMENT)</b>
Charlotte Maxeke Tertiary Business Unit/WITS	Anatomical Pathology (Ref: CMJAHWITS 1414) <b>(RE-ADVERTISEMENT)</b> Chemical Pathology (Ref: CMJAHWITS 1414)
Groote Schuur Tertiary Business Unit/US	Anatomical Pathology (X2 Posts)(Ref: GSH 1414) <b>(RE-ADVERTISEMENT)</b>
Nelson Mandela Academic/WSU	Anatomical Pathology (Ref: NMA 1414) <b>(RE-ADVERTISEMENT)</b>
Universitas Academic Complex/UFS	Haematology (X2 Posts) (Ref: UNI 1414) <b>(RE-ADVERTISEMENT)</b> Anatomical Pathology (Ref: UNI 1414)
IALCH Academic Complex/UKZN	Anatomical Pathology (X3 Posts) ( Ref: IALCH 1414 ) <b>(RE-ADVERTISEMENT)</b>
Tygerberg Tertiary Business Unit/US	Virology (Ref: TYG 1414) Anatomical Pathology (Ref: TYG 1414) <b>(RE-ADVERTISEMENT)</b>
Tshwane Academic Division/UP	Anatomical Pathology ( X2 Posts ) ( Ref: TAD 1414)

#### Key Job Responsibility

- Preparation and delivering of academic lectures/seminars within an existing curriculum framework. ■ To perform, interpret report on and authorize 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

<b>Tshwane Academic Division/UP</b>	<b>Virology (Ref: TAD 1514) (RE-ADVERTISEMENT)</b> Anatomical Pathology (Ref: TAD 1514) Microbiology (Ref: TAD 1514)
<b>Dr George Mukhari Tertiary Business Unit/SMU</b>	<b>Virology (Ref : DGM 1514)</b>
<b>Tygerberg Tertiary Business Unit/US</b>	<b>Anatomical Pathology (Ref: TYG 1514)</b>

### 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

Tshwane Academic Division/UP	Anatomical Pathology (Ref: TAD 1608) <b>(RE-ADVERTISEMENT)</b>
Universitas Academic Complex/UFS	Microbiology (Ref: UNI 1608) <b>(RE-ADVERTISEMENT)</b>
University of Western Cape	Oral Pathology (Ref: UWC 1608) <b>(RE-ADVERTISEMENT)</b>
IALCH Academic Complex/UKZN	Anatomical Pathology ( Ref: IALCH 1608) ) <b>(RE-ADVERTISEMENT)</b>

### 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/MChD 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

<b>Dr George Mukhari Tertiary Business Unit/SMU</b>	<b>Anatomical Pathology (Ref: DGM 9014)</b>
<b>Universitas Academic Complex/UFS</b>	<b>Haematology (Ref: UNI 9014)</b>

### 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.

## MEDICAL SCIENTIST (SENIOR) - GRADE MSI

**Charlotte Maxeke Tertiary Business Unit/WITS**

**Immunology (Ref: CMJAHWITS 1319)**

### Key Job Responsibility

- Managing research and development projects, alone and in collaboration.
- Training and co-supervision of staff, intern scientists, technologists and students including involvement in the development and delivery of training programs and /or other tools.
- Conducting tests and/or procedures independently, interprets and authorizes results.
- Conduct genomic surveillance of viral infections, using state-of-the-art methods including next generation sequencing.
- Manage and take accountability for the integrity of data and / or results captured by technical and/or clerical staff.
- Carrying out maintenance and administration according to internal and external requirements.
- Participating in quality management.
- Maintaining accurate, up to date, accessible and retrievable logs.
- Solving technical problems independently (e.g. controls not working); reporting persistent problems.
- Perform equipment maintenance.
- Performing root cause analysis.
- Interpreting results of internal quality assessment tests.
- Ensuring compliance with SOP's and nonconformance raised.
- Verifying results/techniques of others in addition to processing own work.
- Actively participating in maintaining SANAS accreditation.
- Developing and validating new diagnostic methodology or significant modifications to existing scientific applications/procedures.

### Minimum requirements & Key competencies

- MSc or equivalent in Medical Science in Immunology/ Virology/ Microbiology/ Haematology
- PHD is strongly recommended
- Registered with HPCSA as a Medical Scientist in Immunology/Virology/Microbiology/ Haematology
- Minimum of 3 years' relevant experience at post doc and/or scientist level.
- Author of at least 5 research articles in peer-reviewed scientific journals, including 3 or more as first author.
- Lecturing experience.
- Successfully supervised undergraduate and postgraduate students – BSc Hons, MMed, MSc.
- Experience in obtaining research funding and ethics approval.
- Development and validation of new tests.
- Track record of active involvement in genomic surveillance of viral infections, using state-of-the-art methods including next generation sequencing
- Producing standard and complex reports.
- Co-managing project finances.
- Competency evaluations.
- Presentation skills.

## MEDICAL SCIENTIST (PRINCIPAL) - GRADE MSP

Universitas Academic Complex/UFS

Microbiology (Ref: UNI 1607)

### Key Job Responsibility

- Independent research and managing a research group, producing complex and scientific reports. ■ Responsible for overall management of multiple research projects, interpretation, techniques and procedures. ■ Responsible for development and implementation of proposals/protocol/new technology and new approaches.
- Training and formal supervision of staff at all levels including intern medical scientists and technologists in the development of, delivery and evaluation of training programs and or tools. ■ Decides on specialized test or procedure to be used and interpret and authorize the results ■ Uses expertise and specialized knowledge to advise medical professional on appropriate testing and interpretation of results. ■ Responsible for overseeing and training of staff and students. ■ Designing of local and national intervention and programs ■ Manages, monitors, control stock, workflows and turnaround time ■ Management of Quality System.

### Minimum requirements & Key competencies

- MSc or equivalent in Medical Science in relevant field / PhD ■ 5 years' relevant experience as Scientist or Researcher ■ At least 1 year's management experience
- Registered with HPCSA as a Medical Scientist ■ Principal /Co investigator with successful funding applications for new separate projects ■ Author or co-author on peer reviewed journal manuscripts or book chapters ■ Successful supervision /co-supervise BSc Hons, MSc, MMED, PhD ■ External examiner of Masters and PhD Dissertation/Thesis ■ Local and national invited membership ■ Evidence of national and international conference and other research forum presentation by candidate or supervised students. ■ Experience in bioinformatics techniques or data analysis relevant to genetic data advantageous.

Interested persons who meet the requirements are invited to send their CVs, ID, HPCSA registration and qualifications via e-mail: [aargahr@nhls.ac.za](mailto:aargahr@nhls.ac.za) or contact Ms Mathapelo Dlamini 011 386 6099 / Mr Keslin Chetty 011 386 6537 / Ms Keitumetse Boikanyo 011 386 6096. Please indicate the reference number of the post, name of the post and the specific discipline.