



OCTOBER 2024

GUIDELINES TO APPLICANTS

1. 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**

CLOSING DATE: 16 OCTOBER 2024

TABLE OF CONTENT

| TABLE OF CONTENT | PAGE |
|-------------------------|-------------|
| AARQA | 3 – 8 |

ACADEMIC AFFAIRS, RESEARCH AND QUALITY ASSURANCE

Joint appointment staff

PATHOLOGIST (ENTRY) - GRADE PHE

| | |
|--|--|
| Dr George Mukhari Tertiary Business Unit/SMU | Anatomical Pathology (X2 POSTS) (Ref: DGM 1414) (RE-ADVERTISEMENT) Virology (Ref : DGM 1414) |
| Charlotte Maxeke Tertiary Business Unit/WITS | Anatomical Pathology (x4 POSTS) (Ref: CMJAHWITS 1414) (RE-ADVERTISEMENT) |
| Chris Hani Baragwanath Hospital/ WITS | Anatomical Pathology (Ref: CHBHWITS 1414) |

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

| | |
|--|---|
| Charlotte Maxeke Tertiary Business Unit/WITS | Anatomical Pathology (X4 POSTS) (Ref: CMJAHWITS 1514) (RE-ADVERTISEMENT) Virology (Ref: CMJAHWITS 1514) (RE-ADVERTISEMENT) |
| Universitas Academic Complex/UFS | Anatomical Pathology (Ref: UNI 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

Nelson Mandela Academic/WSU

Anatomical Pathology (Ref: NMAL 1608) (RE-ADVERTISEMENT)

Chemical Pathology (Ref: NMAL 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/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 (SENIOR) - GRADE MSI

| | |
|--|--|
| Universitas Academic Complex/UFS | Chemical Pathology (Ref: UNI 1319) (RE-ADVERTISEMENT) |
| Charlotte Maxeke Tertiary Business Unit/WITS | Clinical Microbiology and Infectious Disease (Ref: CMJAHWITS 1319) (RE-ADVERTISEMENT) |

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 Chemistry ■ MSc or equivalent in Medical Science in Microbiology/ Virology ■ PHD is strongly recommended ■ Registered with HPCSA as a Medical Scientist in Chemistry./Microbiology/ Virology ■ 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 ■ Familiar with modern molecular techniques, incl NGS. ■ .HPLC experience for Chemistry (advantageous) ■ Co-managing project finances. ■ Competency evaluations. ■ Presentation skills.

MEDICAL OFFICER - GRADE D1

Charlotte Maxeke Tertiary Business Unit/WITS

Cytopathology (x1 Post) (Ref: CMJAHWITS 1607) **(RE-ADVERTISEMENT)**

Key Job Responsibility

■ To contribute towards histopathological and cytology diagnostic service output in accordance with departmental policies, procedures and quality standards as prescribed. ■ To assist with service, research and teaching work of the department within a framework of accreditation to ensure the functions of the department are performed in accordance with good laboratory practice. ■ To participate in "outreach" training for nurses and doctors to ensure that correct specimen collection techniques are applied in order to ensure that the specimen quality is adequate for cytological diagnosis thereby minimizing the need for repeat testing. ■ To provide telephonic advice, in consultation with senior staff as required, to doctors, nurses and patients in order to resolve queries and allay fears and concerns related to the biopsy procedure or underlying disease in a professional and timely manner. ■ To do quality assurance to ensure that the required standards are met in order to protect the patient. ■ To contribute to medical technologist / technician, undergraduate teaching and the departmental CPD program to ensure that the departmental objectives and obligations in this regard are met ■ To keep up to date with relevant, current and emerging research, methods and technologies to ensure personal growth and development, perform appropriate research and publish in relevant scientific journals. ■ To compile reports and perform administrative tasks in order to ensure accurate record management as prescribed in policies and procedures. ■ To perform administrative tasks in the Division as required by Head of Department, Business Manager, Laboratory Manager and NHLS. ■ To attend routine FNA clinics as the need arises, for the purpose providing a routine FNA collection service as agreed with various healthcare providers.

Minimum requirements & Key competencies

■ MBBCH or an equivalent is essential ■ Registration with HPCSA as Medical Practitioner independent practice ■ 5 (Five) years' experience working in a laboratory ■ Professional ethics ■ computer literacy ■ Health policies and health & safety rules. ■ Updated with CPD points as required ■ Ability to work under pressure ■ Time management / Meeting patient care deadlines ■ Flexibility / Adaptability ■ Planning and Organising skills.

Interested persons who meet the requirements are invited to send their CVs, ID, HPCSA registration and qualifications via e-mail:

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.