



**APRIL 2017**

**GUIDELINES TO APPLICANTS**

1. If you meet the requirements, kindly forward a concise CV to the relevant Practitioner/Administrator (Human Resources) by email or by logging on to the NHLS career page <http://intranet.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 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.
3. Any credentials of the contract of employment will be subject to security clearance, competency/psychometric assessments, reference checking, signing of performance contract on appointment, signing of an employment contract on appointment, and presentation etc.
4. All positions that require an applicant to be registered with a Professional Body must attach proof of registration with their application. Applications sent without the proof of registration will not be considered.
5. These positions are open to all employees of the NHLS, including the employees who are on contract in similar or different positions.
6. Correspondence will be limited to shortlisted candidates only.
7. The NHLS is an equal opportunity, affirmative action employer. The filing of posts will be guided by the NHLS' Employment Equity Targets.
8. 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.
9. External applicants shall be responsible for all expenditure related to attendance of Interviews.

**CLOSING DATE: 18 APRIL 2017**

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## ACADEMIC AFFAIRS, RESEARCH AND QUALITY ASSURANCE UNIT

POSITION: HEAD OF ACADEMIC DEPARTMENT

PAY GRADE: E2

UNIVERSITY OF PRETORIA/ TSHWANE ACADEMIC DIVISION (REF: GAUTAD - 0417 -001-01)

IMMUNOLOGY X1(POST)

SEFAKO MAKGATO HEALTH SCIENCE UNIVERSITY/DR GEORGE MUKHARI (REF: DGMSMU-0417 -001-01)

VIROLOGY (X1 POST)

ANATOMICAL PATHOLOGY X1 (POST)

### Main Purpose of the Job

To create a vision and provide leadership to the department, in order to foster excellence and harmonious delivery of University and NHLS teaching, research and service expectations, including the assimilation, evaluation and translation of knowledge into minimum quality standards for the discipline, to ensure that the investigation and diagnosis of disease within the discipline is conducted in accordance with current "best practice" throughout the organisation.

### Key Job Responsibility

- Design, compile, review and lead the delivery of undergraduate curricula and evaluate for quality and appropriateness of content and effectiveness of teaching in accordance with University requirements, in order to ensure that the level of knowledge and skills transfer is appropriate for the qualifications against which students are registered
- Contribute to the design, review and evaluation of themes and modules in the integrated undergraduate MBChB curriculum, in order to lead the delivery of teaching in these themes and modules in accordance to the University's requirements.
- Oversee selection of registrars and determine, review and regularly update comprehensive learning objectives and training programmes in order to guide the teaching and training of registrars, to ensure that a basic minimum level of competence is attained to allow qualification and specialist HPCSA registration and to ensure that both the professional aspirations of individuals, transformation targets of the NHLS, University and the country's healthcare needs of the country are addressed.
- Select, guide, equip and empower young scientists to attain appropriate skills in relevant areas of research, in order to address important research questions and to enhance the body of medical knowledge that may subsequently impact on national policy and improved healthcare provision.
- Establish and promote research and development into potential new or enhanced technologies in order to improve the scope, quality, cost-effectiveness and turnaround times of diagnostic pathology service delivery within a setting of limited financial and human resources.
- Design, evaluate, review, revise and approve research and / or clinical trial protocols to ensure that the methodology is sound and departmental participation is appropriate, to ensure that the research question is addressed in an adequate and efficient manner.
- Solicit, administer and control funding to facilitate research, in order to add value to the body of medical knowledge through publication in medical and scientific literature, and to ensure delivery in accordance with procedures as prescribed by funding bodies in an ethical manner, to ensure that the good-standing of the department is maintained.
- Champion capacity building and dissemination of knowledge through the development and promotion of Continuing Professional Development (CPD) activities within the department and throughout the organisation, and by actively guiding policy development based on up-to-date knowledge and current accepted "Best Practice", including active participation in Expert Committee activities and deliberations.
- Responsible for committing to final opinion on challenging diagnostic patient investigations, for directed referrals as well as in the capacity of registrar / junior pathologist supervision as required, to ensure that comment is comprehensive by giving due consideration to the complexities of the case and incorporating current knowledge to ensure that the conclusion presented in the final laboratory report is compatible with the clinical presentation.
- Accountable for the overall financial, human resources and total quality management of the department in accordance with the rules, policies and procedures of both the NHLS and the University, in order to ensure that all departmental obligations are fulfilled on time and meet the prescribed quality standards.
- Accountable for the design,

development and maintenance of the quality system that governs the laboratory and service components of the department to ensure compliance with the principles of Good Laboratory Practice and the fulfilment of SANAS accreditation requirements. ■ Adjudicate standards of competence of trainees within the discipline, or related fields as requested by various examining bodies nationally, in order to ensure standardisation and maintenance of minimum quality standards for qualification throughout the country.

**Minimum requirements & key competency**

■ MMed / FC Path or equivalent relevant to the discipline (Immunology: PhD Medical Scientist with experience in Immunology. Anatomical Pathology: Anatomical Pathologist and relevant laboratory experience. ■ a doctoral degree in the relevant field and/or peer-reviewed full publications on original research will be strongly advantageous. ■ Registration with HPCSA as health professional in the applicable discipline. ■ Minimum seven (7) years' postgraduate experience of which at least four (4) years at senior level with demonstrable experience of managing a diagnostic laboratory. ■ Prior formal involvement in undergraduate and postgraduate teaching at a tertiary academic institution ■ Research experience as demonstrated by authorship of peer-reviewed publications. ■ Prior supervision of postgraduate research at the level of Master's Degree or higher. ■ Strong leadership, time management, interpersonal, organisational and presentation skills. ■ Computer literate and good report writing ability.

POSITION: PATHOLOGISTS

PAY GRADE: DEPENDS ON EXPERIENCE

UNIVERSITY OF WITSWATERSRAND / CHARLOTTE MAXEKE (REF: GAUCMT - 0417-001-01)

CHEMICAL PATHOLOGIST (CH BARA) (X1 POST)

CHEMICAL PATHOLOGY (HELEN JOSEPH) (X1 POST)

SEFAKO MAKGATO HEALTH SCIENCE UNIVERSITY/DR GEORGE MUKHARI (REF: DGMSMU-0417 -001-01)

ANATOMICAL PATHOLOGY X1 (POST)

UNIVERSITY OF PRETORIA / TSHWANE ACADEMIC DIVISION (REF: GPTAD-0417-001-01)

MICROBIOLOGY (X1 POST)

UNIVERSITY OF CAPE TOWN / GROOTE SCHUUR (REF: WNCGSH-0417-001-01)

MICROBIOLOGIST (X1 POST)

#### Main Purpose of the Job

To manage an academic laboratory or major sub-component, thereof, within the framework of an accredited quality system, to 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, in order to promote appropriate and cost effective utilisation of laboratory services, in order to facilitate optimisation of patient management, as well as to foster an environment conducive to training and research.

#### Minimum requirements

- An appropriate postgraduate qualification, i.e. MMed or FCPATH or an equivalent in the relevant discipline
- Registration with HPCSA as a health professional in the applicable discipline.
- Minimum two (2) years' experience as a Consultant in an applicable discipline.
- Experience to initiate and conduct research.
- Experience in under- and postgraduate supervision and teaching.

**Enquiries may be directed to Mmbudzeni Nmutavhani @ (011) 386 6150, e-mail application to [aargahr@nhls.ac.za](mailto:aargahr@nhls.ac.za)**

## EASTERN CAPE REGION

BUSINESS UNIT:	NELSON MANDELA TERTIARY
DISCIPLINE:	MICROBIOLOGY
LOCATION:	NELSON MANDELA ACADEMIC HOSPITAL
POSITION:	MEDICAL SCIENTIST
PAY GRADE:	PAY GRADE DEPENDS ON EXPERIENCE
REFERENCE NUMBER:	EASNMH0317/001-01

### Key Job Responsibility

■ To promote research and development and maintain first world laboratory medicine and practice refined and specific procedures to achieve a final diagnosis for clinical application.

### Minimum requirements & key competency

■ An Honours Degree in Science or equivalent relevant to the discipline ■ HPCSA Registration as a Medical Scientist in the Microbiology discipline ■ Experience in a research field ■ Prior formal involvement in undergraduate and postgraduate teaching at a tertiary academic institution ■ Working knowledge of principles of good laboratory practice.

BUSINESS UNIT: NELSON MANDELA TERTIARY  
DISCIPLINE: CHEMICAL PATHOLOGY  
LOCATION: NELSON MANDELA ACADEMIC HOSPITAL  
POSITION: MEDICAL SCIENTIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: EASNMH0317/001-02

#### Key Job Responsibility

■ To promote research and development and maintain first world laboratory medicine and practice refined and specific procedures to achieve a final diagnosis for clinical application.

#### Minimum requirements & key competency

■ An Honours Degree in Science or equivalent relevant to the discipline ■ HPCSA Registration as a Medical Scientist in the Chemical Pathology discipline ■ Experience in a research field ■ Prior formal involvement in undergraduate and postgraduate teaching at a tertiary academic institution ■ Working knowledge of principles of good laboratory practice.

BUSINESS UNIT: NELSON MANDELA TERTIARY  
DISCIPLINE: ANATOMICAL PATHOLOGY  
LOCATION: NELSON MANDELA ACADEMIC HOSPITAL  
POSITION: MEDICAL SCIENTIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: EASNMH0317/001-03

#### Key Job Responsibility

■ To promote research and development and maintain first world laboratory medicine and practice refined and specific procedures to achieve a final diagnosis for clinical application.

#### Minimum requirements & key competency

■ An Honours Degree in Science or equivalent relevant to the discipline ■ HPCSA Registration as a Medical Scientist in the Anatomical Pathology / Histopathology discipline ■ Experience in a research field ■ Prior formal involvement in undergraduate and postgraduate teaching at a tertiary academic institution ■ Working knowledge of principles of good laboratory practice.



**BUSINESS UNIT:** NELSON MANDELA TERTIARY  
**DISCIPLINE:** HAEMATOLOGY  
**LOCATION:** NELSON MANDELA ACADEMIC HOSPITAL  
**POSITION:** PATHOLOGIST  
**PAY GRADE:** PAY GRADE DEPENDS ON EXPERIENCE  
**REFERENCE NUMBER:** EASNMH0317/001-04

### Key Job Responsibility

■ Design, compile, review and lead delivery of undergraduate curricula and evaluate for quality and appropriateness of content and effectiveness of teaching in accordance with University requirements, in order to ensure that the level of knowledge and skills transfer is appropriate for the degree/diploma against which students are registered ■ Oversees selection of registrars and determines, reviews and regularly updates comprehensive learning objectives and training programmes, in order to guide the teaching and training of registrars to ensure that basic minimum level of competence is attained to allow qualification and specialist HPCSA registration within the discipline to ensure that both the professional aspiration of individuals, transformation targets of the NHLS and the healthcare needs of the country are addressed ■ Select, guide, equip and empower young scientists to attain appropriate skills in relevant areas of research, in order to address important research questions and to enhance the body of medical knowledge that may subsequently impact on national policy and improved healthcare provision ■ Establish and promote Research and Development into potential new or enhanced technologist in order to improve the scope, quality, cost-effectiveness and turnaround times of diagnostic pathology service delivery, within a setting of limited financial and human resources ■ Design, evaluate, review, revise and approve research and/or clinical trial protocols to ensure that the methodology is sound and departmental participation is appropriate to ensure that the research question is addressed in an adequate and efficient manner ■ Solicit, administer and control funding to facilitate research in order to add value to the body of medical knowledge through publication in the medical and scientific literature, and to ensure delivery in accordance with procedures as prescribed by funding bodies in an ethical manner to ensure that the good-standing of the department is maintained thus enhancing future funding options and securing research continuity ■ Champion capacity building and dissemination of knowledge through the development and promotion of Continuing Professional Development(CPD) activities within the department and throughout the organisation as appropriate, and by actively guiding policy development based on up-to-date knowledge and current accepted "Best Practice" including active participation in "Expert Committees" ■ Responsible for committing to final opinion on challenging diagnostic patient investigations, for directed referrals as well as in the capacity of registrar/junior pathologist supervision as required, to ensure that comment is comprehensive by giving due consideration to complexities of the case and incorporating current knowledge to ensure that the conclusion presented in the final laboratory report is compatible with the clinical presentation ■ Oversee the provision of expert advice to all internal and external customers, in order to resolve clinical and diagnostic queries and concerns in a professional and timely manner ■ Accountable for the overall financial, human resource and total quality management of the department in accordance with the rules, policies and procedures of both the University and the NHLS, in order to ensure that all departmental obligations are fulfilled on time and meet the prescribed quality standards ■ Accountable for the design, development and maintenance of the quality system that governs the laboratory and service components of the department to ensure compliance with the principles of Good Laboratory Practice and fulfilment of SANAS accreditation requirements Promote good public relations to enhance the profile of the department amongst medical students, medical and allied medical professionals, professional bodies, the Department of Health and students, medical and allied medical professionals, professional bodies and to establish links for collaboration as appropriate ■ Adjudicate standards of competence of trainees within the discipline, or related fields, as requested by various examining bodies nationally, in order to ensure standardisation and maintenance of minimum quality standards for qualification throughout the country.

*Minimum requirements & key competency*

■ A MBBCh or equivalent medical degree ■ MMed or FCPATH (in specific discipline) or equivalent ■ Registration with HPCSA as Pathologist (haematology discipline) Minimum 10 years' postgraduate experience of which at least 6 years at senior level with demonstrable experience of managing a diagnostic laboratory ■ Prior formal involvement in undergraduate and postgraduate teaching at a tertiary academic institution ■ Research experience as demonstrated by authorship of higher research degree having been attained ■ Prior supervision of postgraduate research at the level of Masters degree or higher. ■ Strong leadership ■ Good Interpersonal Skills ■ Organisational Skills ■ Computer Literacy ■ Good report writing ability ■ Time management ■ Presentation skills ■ As this is a joint appointment, any criteria as laid down in the rules and procedures of the affiliated University will also need to be met.

BUSINESS UNIT: NELSON MANDELA TERTIARY  
DISCIPLINE: ANATOMICAL PATHOLOGY  
LOCATION: NELSON MANDELA ACADEMIC HOSPITAL  
POSITION: PATHOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: EASNMH0317/001-05

### Key Job Responsibility

■ Design, compile, review and lead delivery of undergraduate curricula and evaluate for quality and appropriateness of content and effectiveness of teaching in accordance with University requirements, in order to ensure that the level of knowledge and skills transfer is appropriate for the degree/diploma against which students are registered ■ Oversees selection of registrars and determines, reviews and regularly updates comprehensive learning objectives and training programmes, in order to guide the teaching and training of registrars to ensure that basic minimum level of competence is attained to allow qualification and specialist HPCSA registration within the discipline to ensure that both the professional aspiration of individuals, transformation targets of the NHLS and the healthcare needs of the country are addressed ■ Select, guide, equip and empower young scientists to attain appropriate skills in relevant areas of research, in order to address important research questions and to enhance the body of medical knowledge that may subsequently impact on national policy and improved healthcare provision ■ Establish and promote Research and Development into potential new or enhanced technologist in order to improve the scope, quality, cost-effectiveness and turnaround times of diagnostic pathology service delivery, within a setting of limited financial and human resources ■ Design, evaluate, review, revise and approve research and/or clinical trial protocols to ensure that the methodology is sound and departmental participation is appropriate to ensure that the research question is addressed in an adequate and efficient manner ■ Solicit, administer and control funding to facilitate research, in order to add value to the body of medical knowledge through publication in the medical and scientific literature, and to ensure delivery in accordance with procedures as prescribed by funding bodies in an ethical manner to ensure that the good-standing of the department is maintained, thus enhancing future funding options and securing research continuity ■ Champion capacity building and dissemination of knowledge through the development and promotion of Continuing Professional Development(CPD) activities within the department and throughout the organisation as appropriate, and by actively guiding policy development based on up-to-date knowledge and current accepted "Best Practice" including active participation in "Expert Committees" ■ Responsible for committing to final opinion on challenging diagnostic patient investigations, for directed referrals as well as in the capacity of registrar/junior pathologist supervision as required, to ensure that comment is comprehensive by giving due consideration to complexities of the case and incorporating current knowledge to ensure that the conclusion presented in the final laboratory report is compatible with the clinical presentation ■ Oversee the provision of expert advice to all internal and external customers, in order to resolve clinical and diagnostic queries and concerns in a professional and timely manner ■ Accountable for the overall financial, human resource and total quality management of the department in accordance with the rules, policies and procedures of both the University and the NHLS, in order to ensure that all departmental obligations are fulfilled on time and meet the prescribed quality standards ■ Accountable for the design, development and maintenance of the quality system that governs the laboratory and service components of the department to ensure compliance with the principles of Good Laboratory Practice and fulfilment of SANAS accreditation requirements ■ Promote good public relations to enhance the profile of the department amongst medical students, medical and allied medical professionals, professional bodies, the Department of Health and students, medical and allied medical professionals, professional bodies and to establish links for collaboration as appropriate ■ Adjudicate standards of competence

of trainees within the discipline, or related fields, as requested by various examining bodies nationally, in order ensure standardisation and maintenance of minimum quality standards for qualification throughout the country.

**Minimum requirements & key competency**

■ A MBChB or equivalent medical degree ■ MMed or FCPATH (in specific discipline) or equivalent ■ Registration with HPCSA as Pathologist (Anatomical Pathology discipline) Minimum 10 years' postgraduate experience of which at least 6 years at senior level with demonstrable experience of managing a diagnostic laboratory ■ Prior formal involvement in undergraduate and postgraduate teaching at a tertiary academic institution ■ Research experience as demonstrated by authorship of higher research degree having been attained ■ Prior supervision of postgraduate research at the level of Masters degree or higher. ■ Strong leadership ■ Good Interpersonal Skills ■ Organisational Skills ■ Computer Literacy ■ Good report writing ability ■ Time management ■ Presentation skills ■ As this is a joint appointment, any criteria as laid down in the rules and procedures of the affiliated University will also need to be met.

BUSINESS UNIT: NORTHERN TRANSKEI  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: HOLY CROSS HOSPITAL  
POSITION: MEDICAL TECHNICIAN (RE-ADVERTISEMENT)  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: EASNT0916/001-01 (26040-002-7014)

#### Key Job Responsibility

■ Receive, prepare, sort and analyse specimens for testing ■ Phone abnormal and urgent results to doctors and nurses, deal with all routine enquiries ■ Maintenance and calibration of instruments, machines and equipment ■ Carry out all routine testing procedures ■ Ensure that wards, referring hospitals and clinics receive their results according to set turnaround times ■ Adhere to safety procedures and perform all required QC procedures ■ Disposes of specimens in accordance with standard operating procedures(SOPs) and legislation) ■ Training of students ■ Participate in the delivery of continuing professional development(CPD)activities within the department/laboratory to contribute to staff development and in compliance with HPCSA requirements ■ Comply with policies and procedures of the NHLS as well as the occupational health and safety act.

#### Minimum requirements & key competency

■ Qualified as Medical Technician ■ Registered with HPCSA as a Medical Technician in the Clinical Pathology category ■ Post-qualification experience in a diagnostic laboratory as a Medical Technician ■ Experience in a laboratory environment ■ Knowledge of laboratory information system ■ Technically orientated ■ Attention to detail ■ Communication, analytical and interpersonal skills ■ Team orientated.

BUSINESS UNIT: NORTHERN TRANSKEI  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: ST ELIZABETH HOSPITAL  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: EASST1216/001-01 (27400-002-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act(OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research, in order to make informed decisions on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care, to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . ■ Maintains records and documentation of test results and patient information. ■ Operates various analytical equipment for medical microbiological tests. ■ Monitors, calibrates and maintains devices according to relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, and striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

Enquiries may be directed to Phumzile Mbilini @ (047) 502 4192, e-mail application to [phumzile.mbilini@nhls.ac.za](mailto:phumzile.mbilini@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

**BUSINESS UNIT:** BORDER  
**DISCIPLINE:** ANATOMICAL PATHOLOGY  
**LOCATION:** FRERE HOSPITAL  
**POSITION:** PATHOLOGIST  
**PAY GRADE:** PAY GRADE DEPENDS ON EXPERIENCE  
**REFERENCE NUMBER:** ECBR0317/001-01 (22002-001-1414)

### Key Job Responsibility

■ Design, compile, review and lead delivery of undergraduate curricula and evaluate for quality and appropriateness of content and effectiveness of teaching in accordance with University requirements, in order to ensure that the level of knowledge and skills transfer is appropriate for the degree/diploma against which students are registered ■ Oversees selection of registrars and determines, reviews and regularly updates comprehensive learning objectives and training programmes, in order to guide the teaching and training of registrars to ensure that basic minimum level of competence is attained to allow qualification and specialist HPCSA registration, within the discipline to ensure that both the professional aspiration of individuals, transformation targets of the NHLS and the healthcare needs of the country are addressed ■ Select, guide, equip and empower young scientists to attain appropriate skills in relevant areas of research, in order to address important research questions and to enhance the body of medical knowledge, that may subsequently impact on national policy and improved healthcare provision ■ Establish and promote Research and Development into potential new or enhanced technology, in order to improve the scope, quality, cost-effectiveness and turnaround times of diagnostic pathology service delivery within a setting of limited financial and human resources ■ Design, evaluate, review, revise and approve research and/or clinical trial protocols, to ensure that the methodology is sound and departmental participation is appropriate, to ensure that the research question is addressed in an adequate and efficient manner ■ Solicit, administer and control funding to facilitate research, in order to add value to the body of medical knowledge through publication in the medical and scientific literature, and to ensure delivery in accordance with procedures as prescribed by funding bodies, in an ethical manner to ensure that the good-standing of the department is maintained, thus enhancing future funding options and securing research continuity ■ Champion capacity building and dissemination of knowledge through the development and promotion of Continuing Professional Development(CPD) activities within the department and throughout the organisation as appropriate, and by actively guiding policy development based on up-to-date knowledge and current accepted "Best Practice" including active participation in "Expert Committees" ■ Responsible for committing to final opinion on challenging diagnostic patient investigations, for directed referrals as well as in the capacity of registrar/junior pathologist supervision as required, to ensure that comment is comprehensive by giving due consideration to complexities of the case and incorporating current knowledge, to ensure that the conclusion presented in the final laboratory report is compatible with the clinical presentation ■ Oversee the provision of expert advice to all internal and external customers, in order to resolve clinical and diagnostic queries and concerns in a professional and timely manner ■ Accountable for the overall financial, human resource and total quality management of the department in accordance with the rules, policies and procedures of both the University and the NHLS, in order to ensure that all departmental obligations are fulfilled on time and meet the prescribed quality standards ■ Accountable for the design, development and maintenance of the quality system that governs the laboratory and service components of the department, to ensure compliance with the principles of Good Laboratory Practice and fulfilment of SANAS accreditation requirements ■ Promote good public relations to enhance the profile of the department amongst medical students, medical and allied medical professionals, professional bodies, the Department of Health and students, medical and allied medical professionals, professional bodies and to establish links for collaboration as appropriate ■ Adjudicate standards of competence

of trainees within the discipline, or related fields, as requested by various examining bodies nationally, in order ensure standardisation and maintenance of minimum quality standards for qualification throughout the country.

**Minimum requirements & key competency**

■ A MBBCh or equivalent medical degree ■ MMed or FCPATH (in specific discipline) or equivalent ■ Registration with HPCSA as Pathologist (Haematology discipline) Minimum 10 years' postgraduate experience of which at least 6 years at senior level with demonstrable experience of managing a diagnostic laboratory ■ Prior formal involvement in undergraduate and postgraduate teaching at a tertiary academic institution ■ Research experience as demonstrated by authorship of higher research degree having been attained ■ Prior supervision of postgraduate research at the level of Masters degree or higher. ■ Strong leadership ■ Good Interpersonal Skills ■ Organisational Skills ■ Computer Literacy ■ Good report writing ability ■ Time management ■ Presentation skills ■ As this is a joint appointment, any criteria as laid down in the rules and procedures of the affiliated University will also need to be met.



BUSINESS UNIT: BORDER  
DISCIPLINE: CYTOPATHOLOGY  
LOCATION: EAST LONDON – FRERE HOSPITAL  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: ECBR0317/001-02 (22003-004-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertake to troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . ■ Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. ■ Monitors, calibrates and maintains devices according to relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with Health Clinicians, Registrars and Pathologists ■ Consult on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Cytopathology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

BUSINESS UNIT: BORDER  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: EAST LONDON – CECILIA MAKIWANE LABORATORY  
POSITION: MEDICAL TECHNOLOGIST (X2 POSTS)  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: ECBR0317/001-03 (24850-004-8014) (24850-003-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research, in order to make informed decisions on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . ■ Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. ■ Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaise with Health Clinicians, Registrars and Pathologists ■ Consult on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1 (One) – 3 (Three) years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time Management and Evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

**BUSINESS UNIT:** BORDER  
**DISCIPLINE:** CLINICAL PATHOLOGY  
**LOCATION:** HEWU LABORATORY – WHITTLESEA  
**POSITION:** MEDICAL TECHNICIAN  
**PAY GRADE:** PAY GRADE DEPENDS ON EXPERIENCE  
**REFERENCE NUMBER:** ECBR0317/001-04 (24850-003-7014)

#### Key Job Responsibility

■ Receive, prepare ,sort and analyse specimens for testing ■ Phone abnormal and urgent results to doctors and nurses, deal with all routine enquiries ■ Maintenance and calibration of instruments, machines and equipment ■ Carry out all routine testing procedures ■ Ensure that wards ,referring hospitals and clinics receive their results according to set turnaround times ■ Adhere to safety procedures and perform all required QC procedures ■ Disposes of specimens in accordance with Standard Operating Procedures(SOPs) and legislation) Training of students ■ Participate in the delivery of Continuing Professional Development(CPD)activities within the department/laboratory to contribute to staff development and in compliance with HPCSA requirements ■ Comply with policies and procedures of the NHLS, as well as the Occupational Health and Safety Act (OHSA).

#### Minimum requirements & key competency

■ Qualified as Medical Technician ■ Registered with HPCSA as a Medical Technician in the Clinical Pathology category ■ Post-qualification experience in a diagnostic laboratory as a Medical Technician ■ Experience in a laboratory environment ■ Knowledge of laboratory information system ■ Technically orientated ■ Attention to details ■ Communication, analytical and interpersonal skills ■ Team orientated.

**Enquiries may be directed to Nosisa Ndongeni @ (047) 531 1409, e-mail application to [nosisa.ndongeni@nhls.ac.za](mailto:nosisa.ndongeni@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>**

**BUSINESS UNIT:** IBHAYI  
**DISCIPLINE:** ANATOMICAL PATHOLOGY  
**LOCATION:** HISTOPATHOLOGY LABORATORY  
**POSITION:** PATHOLOGIST  
**PAY GRADE:** PAY GRADE DEPENDS ON EXPERIENCE  
**REFERENCE NUMBER:** ECIB0317/001-01 (21002-002-1414)

#### Key Job Responsibility

■ Design, compile, review and lead delivery of undergraduate curricula and evaluate for quality and appropriateness of content and effectiveness of teaching in accordance with University requirements, in order to ensure that the level of knowledge and skills transfer is appropriate for the degree/diploma against which students are registered ■ Oversees selection of registrars and determines, reviews and regularly updates comprehensive learning objectives and training programmes, in order to guide the teaching and training of registrars to ensure that basic minimum level of competence is attained to allow qualification and specialist HPCSA registration within the discipline to ensure that both the professional aspiration of individuals, transformation targets of the NHLS and the healthcare needs of the country are addressed ■ Select, guide, equip and empower young scientists to attain appropriate skills in relevant areas of research, in order to address important research questions and to enhance the body of medical knowledge that may subsequently impact on national policy and improved healthcare provision ■ Establish and promote Research and Development into potential new or enhanced technology, in order to improve the scope, quality, cost-effectiveness and turnaround times of diagnostic pathology service delivery within a setting of limited financial and human resources ■ Design, evaluate, review, revise and approve research and/or clinical trial protocols, to ensure that the methodology is sound and departmental participation is appropriate to ensure that the research question is addressed in an adequate and efficient manner ■ Solicit, administer and control funding to facilitate research, in order to add value to the body of medical knowledge through publication in the medical and scientific literature, and to ensure delivery in accordance with procedures as prescribed by funding bodies in an ethical manner to ensure that the good-standing of the department is maintained, thus enhancing future funding options and securing research continuity ■ Champion capacity building and dissemination of knowledge through the development and promotion of Continuing Professional Development(CPD) activities, within the department and throughout the organisation as appropriate, and by actively guiding policy development based on up-to-date knowledge and current accepted "Best Practice" including active participation in "Expert Committees" ■ Responsible for committing to final opinion on challenging diagnostic patient investigations, for directed referrals as well as in the capacity of registrar/junior pathologist supervision as required, to ensure that comment is comprehensive by giving due consideration to complexities of the case and incorporating current knowledge, to ensure that the conclusion presented in the final laboratory report is compatible with the clinical presentation ■ Oversee the provision of expert advice to all internal and external customers, in order to resolve clinical and diagnostic queries and concerns in a professional and timely manner ■ Accountable for the overall financial, human resource and total quality management of the department in accordance with the rules, policies and procedures of both the University and the NHLS in order to ensure that all departmental obligations are fulfilled on time and meet the prescribed quality standards ■ Accountable for the design, development and maintenance of the quality system that governs the laboratory and service components of the department to ensure compliance with the principles of Good Laboratory Practice

and fulfilment of SANAS accreditation requirements ■ Promote good public relations to enhance the profile of the department amongst medical students, medical and allied medical professionals, professional bodies, the Department of Health and students, medical and allied medical professionals, professional bodies, and to establish links for collaboration as appropriate ■ Adjudicate standards of competence of trainees within the discipline, or related fields, as requested by various examining bodies nationally in order to ensure standardisation and maintenance of minimum quality standards for qualification throughout the country.

#### Minimum requirements & key competency

■ A MBChB or equivalent medical degree ■ MMed or FCPATH (in specific discipline) or equivalent ■ Registration with HPCSA as Pathologist (within discipline) ■ Minimum 10 years' postgraduate experience of which at least 6 years at senior level with demonstrable experience of managing a diagnostic laboratory ■ Prior formal involvement in undergraduate and postgraduate teaching at a tertiary academic institution ■ Research experience as demonstrated by authorship of higher research degree having been attained ■ Prior supervision of postgraduate research at the level of Masters degree or higher. ■ Strong leadership ■ Good Interpersonal Skills ■ Organisational Skills ■ Computer Literacy ■ Good Report Writing ability ■ Time Management ■ Presentation Skills ■ As this is a joint appointment, any criteria as laid down in the rules and procedures of the affiliated University will also need to be met.

**BUSINESS UNIT:** IBHAYI  
**DISCIPLINE:** HAEMATOLOGY  
**LOCATION:** LIVINGSTONE LABORATORY  
**POSITION:** PATHOLOGIST (RE-ADVERTISEMENT)  
**PAY GRADE:** PAY GRADE DEPENDS ON EXPERIENCE  
**REFERENCE NUMBER:** ECIB0317/001-01 (24004-001-1414)

#### Key Job Responsibility

■ Design, compile, review and lead delivery of undergraduate curricula and evaluate for quality and appropriateness of content and effectiveness of teaching in accordance with University requirements, in order to ensure that the level of knowledge and skills transfer is appropriate for the degree/diploma against which students are registered ■ Oversees selection of registrars and determines, reviews and regularly updates comprehensive learning objectives and training programmes, in order to guide the teaching and training of registrars to ensure that basic minimum level of competence is attained to allow qualification and specialist HPCSA registration, within the discipline to ensure that both the professional aspiration of individuals, transformation targets of the NHLS and the healthcare needs of the country are addressed ■ Select, guide, equip and empower young scientists to attain appropriate skills in relevant areas of research, in order to address important research questions and to enhance the body of medical knowledge that may subsequently impact on national policy and improved healthcare provision ■ Establish and promote Research and Development into potential new or enhanced technologist, in order to improve the scope, quality, cost-effectiveness and turnaround times of diagnostic pathology service delivery, within a setting of limited financial and human resources ■ Design, evaluate, review, revise and approve research and/or clinical trial protocols to ensure that the methodology is sound and departmental participation is appropriate to ensure that the research question is addressed in an adequate and efficient manner ■ Solicit, administer and control funding to facilitate research, in order to add value to the body of medical knowledge through publication in the medical and scientific literature, and to ensure delivery in accordance with procedures as prescribed by funding bodies in an ethical manner, to ensure that the good-standing of the department is maintained, thus enhancing future funding options and securing research continuity ■ Champion capacity building and dissemination of knowledge through the development and promotion of Continuing Professional Development(CPD) activities, within the department and throughout the organisation as appropriate, and by actively guiding policy development based on up-to-date knowledge and current accepted "Best Practice" including active participation in "Expert Committees" ■ Responsible for committing to final opinion on challenging diagnostic patient investigations, for directed referrals as well as in the capacity of registrar/junior pathologist supervision as required, to ensure that comment is comprehensive by giving due consideration to complexities of the case and incorporating current knowledge to ensure that the conclusion presented in the final laboratory report is compatible with the clinical presentation ■ Oversee the provision of expert advice to all internal and external customers, in order to resolve clinical and diagnostic queries and concerns in a professional and timely manner ■ Accountable for the overall financial, human resource and total quality management of the department in accordance with the rules, policies and procedures of both the University and the NHLS, in order to ensure that all departmental obligations

are fulfilled on time and meet the prescribed quality standards ■ Accountable for the design, development and maintenance of the quality system that governs the laboratory and service components of the department to ensure compliance with the principles of Good Laboratory Practice and fulfilment of SANAS accreditation requirements ■ Promote good public relations to enhance the profile of the department amongst medical students, medical and allied medical professionals, professional bodies, the Department of Health and students, medical and allied medical professionals, and professional bodies to establish links for collaboration as appropriate ■ Adjudicate standards of competence of trainees within the discipline, or related fields, as requested by various examining bodies nationally in order ensure standardisation and maintenance of minimum quality standards for qualification throughout the country.

#### Minimum requirements & key competency

■ A MBChB or equivalent medical degree ■ MMed or FCPATH (in specific discipline) or equivalent ■ Registration with HPCSA as Pathologist(within discipline) ■ Minimum 10 years' postgraduate experience of which at least 6 years at senior level with demonstrable experience of managing a diagnostic laboratory ■ Prior formal involvement in undergraduate and postgraduate teaching at a tertiary academic institution ■ Research experience as demonstrated by authorship of higher research degree having been attained ■ Prior supervision of postgraduate research at the level of Masters degree or higher. ■ Strong leadership ■ Good Interpersonal Skills ■ Organisational Skills ■ Computer Literacy ■ Good Report Writing ability ■ Time Management ■ Presentation Skills ■ As this is a joint appointment, any criteria as laid down in the rules and procedures of the affiliated University will also need to be met.

BUSINESS UNIT: IBHAYI  
DISCIPLINE: MICROBIOLOGY / CLINICAL PATHOLOGY  
LOCATION: DORA NGINZA LABORATORY  
POSITION: PATHOLOGIST (RE-ADVERTISEMENT)  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: ECIB0115/001-01 (24100-001-1414)

#### Key Job Responsibility

■ Design, compile, review and lead delivery of undergraduate curricula and evaluate for quality and appropriateness of content and effectiveness of teaching in accordance with University requirements, in order to ensure that the level of knowledge and skills transfer is appropriate for the degree/diploma against which students are registered ■ Oversees selection of registrars and determines, reviews and regularly updates comprehensive learning objectives and training programmes, in order to guide the teaching and training of registrars to ensure that basic minimum level of competence is attained to allow qualification and specialist HPCSA registration within the discipline to ensure that both the professional aspiration of individuals, transformation targets of the NHLS and the healthcare needs of the country are addressed ■ Select, guide, equip and empower young scientists to attain appropriate skills in relevant areas of research, in order to address important research questions and to enhance the body of medical knowledge that may subsequently impact on national policy and improved healthcare provision ■ Establish and promote Research and Development into potential new or enhanced technology, in order to improve the scope, quality, cost-effectiveness and turnaround times of diagnostic pathology service delivery within a setting of limited financial and human resources ■ Design, evaluate, review, revise and approve research and/or clinical trial protocols to ensure that the methodology is sound and departmental participation is appropriate to ensure that the research question is addressed in an adequate and efficient manner ■ Solicit, administer and control funding to facilitate research, in order to add value to the body of medical knowledge through publication in the medical and scientific literature, and to ensure delivery in accordance with procedures as prescribed by funding bodies in an ethical manner, to ensure that the good-standing of the department is maintained thus enhancing future funding options and securing research continuity ■ Champion capacity building and dissemination of knowledge through the development and promotion of Continuing Professional Development(CPD) activities within the department and throughout the organisation as appropriate, and by actively guiding policy development based on up-to-date knowledge and current accepted “Best Practice” including active participation in “Expert Committees” ■ Responsible for committing to final opinion on challenging diagnostic patient investigations, for directed referrals as well as in the capacity of registrar/junior pathologist supervision as required, to ensure that comment is comprehensive by giving due consideration to complexities of the case and incorporating current knowledge to ensure that the conclusion presented in the final laboratory report is compatible with the clinical presentation ■ Oversee the provision of expert advice to all internal and external customers, in order to resolve clinical and diagnostic queries and concerns in a



professional and timely manner ■ Accountable for the overall financial, human resource and total quality management of the department in accordance with the rules, policies and procedures of both the University and the NHLS, in order to ensure that all departmental obligations are fulfilled on time and meet the prescribed quality standards ■ Accountable for the design, development and maintenance of the quality system that governs the laboratory and service components of the department, to ensure compliance with the principles of Good Laboratory Practice and fulfilment of SANAS accreditation requirements ■ Promote good public relations to enhance the profile of the department amongst medical students, medical and allied medical professionals, professional bodies, the Department of Health and students, medical and allied medical professionals, and professional bodies in order to establish links for collaboration as appropriate ■ Adjudicate standards of competence of trainees within the discipline, or related fields, as requested by various examining bodies nationally, in order ensure standardisation and maintenance of minimum quality standards for qualification throughout the country.

#### Minimum requirements & key competency

■ A MBChB or equivalent medical degree ■ MMed or FCPATH (in specific discipline) or equivalent ■ Registration with HPCSA as Pathologist (within discipline) ■ Minimum 10 years' postgraduate experience of which at least 6 years at senior level with demonstrable experience of managing a diagnostic laboratory ■ Prior formal involvement in undergraduate and postgraduate teaching at a tertiary academic institution ■ Research experience as demonstrated by authorship of higher research degree having been attained ■ Prior supervision of postgraduate research at the level of Masters degree or higher. ■ Strong leadership ■ Good Interpersonal Skills ■ Organisational Skills ■ Computer Literacy ■ Good report writing ability ■ Time management ■ Presentation skills ■ As this is a joint appointment, any criteria as laid down in the rules and procedures of the affiliated University will also need to be met.

Enquiries may be directed to Ndileka Dubeni @ (041) 395 6127, e-mail application to [ndileka.dubeni@nhls.ac.za](mailto:ndileka.dubeni@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

**BUSINESS UNIT:** IBHAYI  
**LOCATION:** LIVINGSTONE CHEM PATH LABORATORY  
**POSITION:** LABORATORY SUPERVISOR  
**PAY GRADE:** C3  
**REFERENCE NUMBER:** ECIB0317/001-01 (24001-015-8014)

#### Key Job Responsibility

■ Supervises the correct application of quality assurance processes and Standard Operating Procedures (SOPs) to ensure corrective actions are taken as required ■ Reviews and implements change of standard operating procedures, in order to ensure the laboratory service is constantly able to provide a high quality, cost effective and safe service ■ Supervise and monitor laboratory processes and maintain the technical laboratory service to ensure the accurate processing of specimens and reliable results ■ Participate in the management and procurement of goods to ensure the most effective utilisation of resources, optimise stock levels, reduce cost and ensure availability of stock at all times ■ Assist in the generation of management reports as required to monitor work and performance status of the laboratory service and take corrective action when required ■ Liaise with customers in order to resolve service related issues, maintain a positive image of the organisation and promote services of the NHLS ■ Implement and maintain the quality system that governs the laboratory service and components of the department to ensure compliance with the principles of Good Laboratory Practice and the fulfillment of SANAS accreditation requirements ■ Contributes to the development of an annual operational budget, and monitors and controls expenses against budget in order to control costs and maximise profitability of the section ■ Assist in the planning and supervising of activities of staff to ensure they achieve performance objectives and ensure the most optimal utilisation of available resources ■ Participate in the delivery and promotion of Continuing Professional Development (CPD) activities within the department / laboratory to contribute to staff development and compliance with HPCSA requirements ■ Trains and develops staff to ensure they have skills required by the organisation and are able to achieve their performance objectives ■ Arrange the training of students for the internship and experiential programme to ensure comprehensive preparation of students for their exams ■ Implements safe working conditions and procedures, in order to ensure a safe working environment and compliance with all legislation ■ Performs the role of a medical technologist when required in accordance with operational needs.

#### Minimum requirements & key competency

■ A National Diploma / Degree Biomedical Technology ■ Registered with the HPCSA in Clinical Pathology ■ Six (6) – Eight (8) years' post qualification and experience in a diagnostic laboratory ■ Knowledge of laboratory processes and procedures ■ Assertiveness ■ Interpersonal skills ■ Computer skills ■ Attention to detail ■ Team leadership ■ Communication skills ■ Analytical skills.

BUSINESS UNIT: IBHAYI  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: UITENHAGE  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: ECIB0317/001-01 (24200-003-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . ■ Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1 (One) – 3 (Three) years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

**BUSINESS UNIT:** IBHAYI  
**DISCIPLINE:** CLINICAL PATHOLOGY  
**LOCATION:** SOMERSET EAST (RE-ADVERTISEMENT)  
**POSITION:** MEDICAL TECHNICIAN  
**PAY GRADE:** PAY GRADE DEPENDS ON EXPERIENCE  
**REFERENCE NUMBER:** ECIB0716/001-01 (24500-001-7014)

#### Key Job Responsibility

■ Receive, prepare, sort and analyse specimens for testing ■ Phone abnormal and urgent results to doctors and nurses, deal with all routine enquiries ■ Maintenance and calibration of instruments, machines and equipment ■ Carry out all routine testing procedures ■ Ensure that wards, referring hospitals and clinics receive their results according to set turnaround times ■ Adhere to safety procedures and perform all required QC procedures ■ Disposes of specimens in accordance with standard operating procedures(SOPs) and legislation) ■ Training of students ■ Participate in the delivery of continuing professional development(CPD)activities within the department/laboratory to contribute to staff development and in compliance with HPCSA requirements ■ Comply with policies and procedures of the NHLS as well as the Occupational Health and Safety Act (OHSA).

#### Minimum requirements & key competency

■ Qualified as Medical Technician ■ Registered with HPCSA as a Medical Technician in the Clinical Pathology Category ■ Post-qualification experience in a diagnostic laboratory as a Medical Technician ■ Experience in a laboratory environment ■ Knowledge of laboratory information system ■ Technically orientated ■ Attention to detail ■ Communication, analytical and interpersonal skills ■ Team orientated.

**Enquiries may be directed to Asamkele Gonose @ (041) 395 6162, e-mail application to [asamkele.gonose@nhls.ac.za](mailto:asamkele.gonose@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>**

## FREE STATE AND NORTH WEST REGION

BUSINESS UNIT:	UNIVERSITAS ACADEMIC
DISCIPLINE:	CLINICAL PATHOLOGY / MICROBIOLOGY
LOCATION:	MICROBIOLOGY LABORATORY
POSITION:	LABORATORY MANAGER
PAY GRADE:	C4
REFERENCE NUMBER:	UNIFS0317/001-01 (31006-001-1209)

### Key Job Responsibility

■ Manages the correct application of quality assurance processes and standard operating procedures to ensure corrective actions are taken as required ■ Reviews and recommends change to standard operating procedures, in order to ensure the laboratory is constantly able to provide a high quality, cost effective and safe service ■ Oversee and monitor equipment calibration and maintenance to ensure accurate and reliable results, oversees and monitors the validation of new equipment for implementation in the laboratory ■ Oversees asset management and procurement of goods to ensure the most effective utilisation of resources, optimise stock levels, reduce costs and ensure availability of required stock at all times ■ Generate management reports as required to monitor work and performance status of the laboratory and take corrective action when required ■ Liaises with customers in order to resolve service related issues, maintain a positive image of the organisation and promote the services of the laboratory ■ Accountable for the implementation and maintenance of the quality system that governs the laboratory and service components of the department, to ensure compliance with the principles of Good Laboratory Practice and the fulfillment of SANAS accreditation requirements ■ Contributes to the development of an annual operational budget, and monitors and controls expenses against the budget in order to control costs and maximise the profitability of the laboratory ■ Oversee the implementation and correct application of all NHLS policies and procedures to ensure compliance ■ Plans and manages the activities of staff to ensure they achieve their performance objectives and ensure the most optimal utilisation of available resources ■ Participate in the delivery and promotion of Continuing Professional Development (CPD) activities within the department/laboratory to contribute to staff development and in compliance with HPCSA requirements ■ Ensures training and development of staff to ensure they have the skills required by the organisation and are able to achieve their performance objectives ■ Oversee the training of students for the internship and experiential programme to ensure comprehensive preparation of students for their exams ■ Oversees and implements safe working conditions and procedures in order to ensure a safe working environment and compliance with all legislation ■ Performs the role of a medical technologist as required in accordance with operational needs.

Minimum requirements & key competency

■ A 3 year Relevant Degree/ Diploma ■ Registration with HPCSA in Appropriate Category ■ Five (5) to Seven (7) years' post qualification and experience in a diagnostic laboratory ■ Knowledge of usage of Laboratory Equipment ■ Knowledge of Health and Safety issues in a Laboratory Environment ■ Knowledge of Laboratory procedures and processes ■ Knowledge of TQMS ■ Knowledge of stock control ■ Assertiveness ■ Interpersonal skills ■ Staff Management ■ Basic understanding of finance, general management and computer skills ■ Ability to work under pressure ■ Communication skills ■ Planning, Organising and Process Management ■ Analytical skills

BUSINESS UNIT:	UNIVERSITAS ACADEMIC
DISCIPLINE:	ANATOMICAL PATHOLOGY (HISTOLOGY)
LOCATION:	UNIVERSITAS
POSITION:	MEDICAL TECHNOLOGIST (X3 POSTS) (RE-ADVERTISEMENT)
PAY GRADE:	PAY GRADE DEPENDS ON EXPERIENCE
REFERENCE NUMBER:	UNIFS0116/001-07 (31002-001-8014) (31002-001-8014) (31002-002-8014)

Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according to defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . ■ Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. ■ Monitors calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. ■ Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

**BUSINESS UNIT:** FREE STATE  
**DISCIPLINE:** CLINICAL PATHOLOGY  
**LOCATION:** PELONOMI LABORATORY  
**POSITION:** LABORATORY MANAGER  
**PAY GRADE:** D1  
**REFERENCE NUMBER:** FSNW0317/001-03 (31006-001-1209)

#### Key Job Responsibility

■ Manages the correct application of quality assurance processes and standard operating procedures, to ensure corrective actions are taken as required ■ Reviews and recommends change to standard operating procedures in order to ensure the laboratory is constantly able to provide a high quality, cost effective and safe service ■ Oversee and monitor equipment calibration and maintenance to ensure accurate and reliable results, oversees and monitors the validation of new equipment for implementation in the laboratory ■ Oversees asset management and procurement of goods to ensure the most effective utilisation of resources, optimise stock levels, reduce costs and ensure availability of required stock at all times ■ Generate management reports as required to monitor work and performance status of the laboratory and take corrective action when required ■ Liaises with customers in order to resolve service related issues, maintain a positive image of the organisation and promote the services of the laboratory ■ Accountable for the implementation and maintenance of the quality system that governs the laboratory and service components of the department to ensure compliance with the principles of Good Laboratory Practice and the fulfillment of SANAS accreditation requirements ■ Contributes to the development of an annual operational budget, and monitors and controls expenses against the budget, in order to control costs and maximise the profitability of the laboratory ■ Oversee the implementation and correct application of all NHLS policies and procedures to ensure compliance ■ Plans and manages the activities of staff to ensure they achieve their performance objectives and ensure the most optimal utilisation of available resources ■ Participate in the delivery and promotion of Continuing Professional Development (CPD) activities within the department/laboratory, to contribute to staff development and in compliance with HPCSA requirements ■ Ensures training and development of staff to ensure they have the skills required by the organisation and are able to achieve their performance objectives ■ Oversee the training of students for the internship and experiential programme to ensure comprehensive preparation of students for their exams ■ Oversees and implements safe working conditions and procedures in order to ensure a safe working environment and compliance with all legislation ■ Performs the role of a medical technologist as required in accordance with operational needs.

#### Minimum requirements & key competency

■ A 3 year Relevant Degree/ Diploma ■ Registration with HPCSA in Appropriate Category ■ Five (5) to Seven (7) years' post qualification and experience in a diagnostic laboratory ■ Knowledge of usage of Laboratory Equipment ■ Knowledge of Health and Safety issues in a Laboratory Environment ■ Knowledge of Laboratory procedures and processes ■ Knowledge of TQMS ■ Knowledge of stock control ■ Assertiveness ■ Interpersonal skills ■ Staff Management ■ Basic understanding of finance, general management and computer skills ■ Ability to work under pressure ■ Communication skills ■ Planning, Organising and Process Management ■ Analytical skills.

**BUSINESS UNIT:** NORTH WEST  
**DISCIPLINE:** HAEMATOLOGY  
**LOCATION:** MAFIKENG LABORATORY  
**POSITION:** LABORATORY SUPERVISOR  
**PAY GRADE:** PAY GRADE DEPENDS ON EXPERIENCE  
**REFERENCE NUMBER:** FSNW1016/001-13 (51000-002-1133)

#### Key Job Responsibility

■ Ensures all laboratory staff have adequate resources to perform all aspects of work required ■ Ensures all laboratory staff are adequately trained to safely perform all required job functions and that competency records are maintained ■ Ensures compliance with all organisational policy procedures in the laboratory ■ Assist seniors regarding budgeted financial expectations for the laboratory ■ Understands customer requirements and organises laboratory procedures, schedules and staffing to provide for meeting/ exceeding the same ■ Provides employee motivation and champions quality assurance providing support with corrective/preventative actions ■ Complies and analyses test information to determine operating efficiency of processes and equipment and to diagnose problems and malfunctions ■ Recommends measures to improve testing procedures, use of equipment and needs for new equipment ■ Conducts research to develop custom procedures as needed, working in conjunction with senior laboratory management ■ Handles required disciplinary matters in a fair and consistent manner and maintains open communication with the Laboratory Manager and the Human Resource Department ■ Represents the organisation by appearance and conduct ■ Behaves ethically at all times ■ Ensures compliance in all areas ■ Ensures laboratory practices meet or exceed company policy and industry standards.

#### Minimum requirements & key competency

■ A Diploma /or Degree in Biomedical Technology ■ Registration with HPCSA in Appropriate Category ■ Seven (7) – Nine (9) years post qualification ■ In-depth knowledge in Haematology ■ Knowledge of laboratory instruments ■ Interpret numerical laboratory results ■ Quality Assurance ■ Computer Literacy skills ■ Attention to detail ■ Customer Care ■ Interpersonal skills ■ Coaching ■ Supervisory skills ■ Communication skills ■ Analytical skills.

Enquiries may be directed to Nomusa Sithole @ 051 411 9946, e-mail application to [FSNW.recruitment1@nhls.ac.za](mailto:FSNW.recruitment1@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>



## GAUTENG REGION

BUSINESS UNIT:	NELSON MANDELA CHILDREN'S HOSPITAL
DISCIPLINE:	CLINICAL PATHOLOGY
LOCATION:	PARKTOWN JHB
POSITION:	SUPERVISOR LABORATORY
PAY GRADE:	C3
REFERENCE NUMBER:	GAUCMT0317/001-01 (43035-001-1133)

### Key Job Responsibility

■ Ensures all laboratory staff have adequate resources to perform all aspects of work required ■ Ensures all laboratory staff are adequately trained to safely perform all required job functions and that competency records are maintained ■ Ensures compliance with all organisational policy procedures in the laboratory ■ Assists seniors regarding budgeted financial expectations for the laboratory ■ Understands customer requirements and organises laboratory procedures, schedules and staffing to provide for meeting/exceeding same ■ Provides employee motivation and champions quality assurance providing support with corrective/preventative actions. ■ Compiles and analyses test information to determine operating efficiency of processes and equipment and to diagnose problems and malfunctions ■ Recommends measures to improve testing procedures, use of equipment, and needs for new equipment ■ Conducts research to develop custom procedures as needed, working in conjunction with senior laboratory management ■ Handles required disciplinary matters in a fair and consistent manner and maintains open communication with the Laboratory Manager and the Human Resources Department. ■ Represents the organisation by appearance and conduct ■ Behaves ethically at all times ■ Ensures compliance in all areas ■ Ensures laboratory practices meet or exceed company policy and industry standards

### Minimum requirements & key competency

■ A 3 year relevant Degree/Diploma ■ Registration with HPCSA in the appropriate category ■ 7 (Seven) – 9 (Nine) years' post qualification and experience in a diagnostic laboratory of which 2 years in management would be desirable ■ Knowledge of relevant laboratory processes and procedures ■ Supervisory skills ■ Assertiveness ■ Interpersonal skills ■ Computer literacy skills ■ Attention to detail ■ Knowledge of Quality Assurance ■ Communication skills ■ Analytical skills ■ Customer care.

BUSINESS UNIT: NELSON MANDELA CHILDREN'S HOSPITAL  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: PARKTOWN JHB  
POSITION: MEDICAL TECHNOLOGIST (X2 POSTS)  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: GAUCMT031716/001-02 (43035-001-002-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedures (SOPs) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . ■ Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. ■ Monitors, calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. ■ Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to detail, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

**BUSINESS UNIT:** NELSON MANDELA CHILDREN'S HOSPITAL  
**DISCIPLINE:** LABORATORY SUPPORT SERVICES  
**LOCATION:** PARKTOWN JHB  
**POSITION:** PHLEBOTOMY TECHNICIAN  
**PAY GRADE:** B4  
**REFERENCE NUMBER:** GAUCMT0317/001-03 (43035-001-7015)

#### Key Job Responsibility

■ Performs phlebotomy related tasks including preparation of patients for specimen collection. ■ Uses safe and correct procedures during the collection of blood and non-blood specimen at various locations as required, for pathology or blood transfusion purposes ■ Performs technical tasks such as centrifugation of specimen and rapid test analysis (point of care testing) including Quality Control checks on instruments, according to prescribed procedures ■ Implements all safety precautions, housekeeping procedures and infection control measures according to policy and legislation to ensure a safe working environment ■ Participates in the teaching and training conducted within the laboratory and specimen collection sites to ensure that a high standard of laboratory service is delivered ■ Keeps records of specimen collected and ensures that all patient details and clinical information are accurately recorded ■ Checks and monitors stock levels of all collection material and testing kits and orders additional stock to ensure the availability of required items at all times.

#### Minimum requirements & key competency

■ A qualification as a Medical Technician-Phlebotomy ■ Registration with HPCSA as a Medical Technician in Phlebotomy ■ Technically orientated ■ Computer literacy ■ Team orientated ■ Attention to detail ■ Time management ■ Interpersonal skills ■ Unsociable hours

Enquiries may be directed to Mari Andreatta @ (011) 489 9036, e-mail application to [sgauteng.recruitment@nhls.ac.za](mailto:sgauteng.recruitment@nhls.ac.za) visit the NHLS career page at <http://intranet.nhls.ac.za>

BUSINESS UNIT: CHRIS HANI BARAGWANATH TERTIARY  
DISCIPLINE: CHEMICAL PATHOLOGY  
LOCATION: CHRIS HANI BARAGWANATH TERTIARY  
POSITION: LABORATORY SUPERVISOR  
PAY GRADE: C3  
REFERENCE NUMBER: GAUSCHB0317/001-01 (42001-001-1113)

#### Key Job Responsibility

■ Supervises and co-ordinates the activities of personnel engaged in performing chemical and physical tests ■ To oversee the technical operations of the laboratory to ensure an effective and efficient laboratory service. ■ Ensures all laboratory staff have adequate resources to perform all aspects of work required ■ Ensures all laboratory staff are adequately trained to safely perform all required job functions and that competency records are maintained ■ Ensures compliance with all organisational policy procedures in the laboratory ■ Assists seniors regarding budgeted financial expectations for the laboratory ■ Understands customer requirements and organises laboratory procedures, schedules and staffing to provide for meeting/exceeding same ■ Provides employee motivation and champions quality assurance providing support with corrective/preventative actions ■ Compiles and analyses test information to determine operating efficiency of processes and equipment and to diagnose problems and malfunctions ■ Recommends measures to improve testing procedures, use of equipment, and needs for new equipment ■ Conducts research to develop custom procedures as needed, working in conjunction with senior laboratory management ■ Handles required disciplinary matters in a fair and consistent manner and maintains open communication with the Laboratory Manager and the Human Resource department ■ Represents the organisation by appearance and conduct ■ Behaves ethically at all times. ■ Ensures compliance in all areas ■ Ensures laboratory practices meet or exceed company policy and industry standards.

#### Minimum requirements & key competency

■ A Diploma in Medical Technology / BTech Med Tech ■ Registration with HPCSA as Medical Technology in **Chemical Pathology or Clinical Pathology** ■ 7 (Seven) – 9 (Nine) years' experience as a Medical Technologist ■ Management experience , 2 years' experience in Information Technology (IT) ■ Supervisory skills ■ Knowledge of laboratory instruments ■ Interpret numerical laboratory results ■ Quality assurance ■ In-depth knowledge of chemistry ■ Communication skills ■ Attention to detail ■ Interpersonal, computer skills ■ Ability to work under pressure ■ Problem solving skills ■ Technically Orientated ■ Analytical skills.

BUSINESS UNIT: CHRIS HANI BARAGWANATH TERTIARY  
DISCIPLINE: ANATOMICAL PATHOLOGY (HISTOLOGY)  
LOCATION: CHRIS HANI BARAGWANATH TERTIARY  
POSITION: MEDICAL TECHNICIAN  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: GAUSCHB0317/001-01

#### Key Job Responsibility

■ Receive, prepare, sort and analyse specimens for testing ■ Phone abnormal and urgent results to doctors and nurses, deal with all routine enquiries ■ Maintenance and calibration of instruments, machines and equipment. ■ Carry out all routine testing procedures. ■ Ensure that wards, referring hospitals and clinics receive their results according to set turnaround times. ■ Adhere to safety procedures and perform all required QC procedures ■ Training of students. ■ Participate in the delivery of Continuing Professional Development (CPD) activities within the department / laboratory to contribute to staff development and in compliance with HPCSA requirements ■ Comply with policies and procedures of the NHLS as well as the Occupational Health and Safety Act (OHSA).

#### Minimum requirements & key competency

■ A qualification as a Medical Technician ■ Registration with HPCSA as a Medical Technician in **Histology** ■ Post qualification experience as a Medical Technician in a diagnostic laboratory ■ Computer literacy ■ Technically orientated ■ Attention to detail ■ Team orientated ■ Working in a hazardous environment and being very safety conscious ■ Willing to work unsociable hours, shifts and public holidays.

Enquiries may be directed to Jeanette Dhlamini (011) 489 9008, e-mail application to [sgauteng.recruitment@nhls.ac.za](mailto:sgauteng.recruitment@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

BUSINESS UNIT: DR GEORGE MUKHARI  
DISCIPLINE: ANATOMICAL PATHOLOGY (CYTOLOGY)  
LOCATION: DR GEORGE MUKHARI  
POSITION: MEDICAL TECHNOLOGIST (X2 POSTS)  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: GAUDGM0317/001-01 (46002-010-012-8014)

#### Key Job Responsibility

■ Manage the sample collection and suitability for analysis to ensure that equipment is maintained according to defined Standard Operating Procedures(SOPs) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertake troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports. Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with healthcare Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical and abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Biomedical Technology or Bachelor of Health Sciences ■ Registration with the HPCSA as a Medical Technologist in **Cytology** ■ Post-qualification experience in a diagnostic laboratory as a Medical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation skills.

BUSINESS UNIT: DR GEORGE MUKHARI  
DISCIPLINE: CHEMICAL PATHOLOGY  
LOCATION: DR GEORGE MUKHARI  
POSITION: LABORATORY MANAGER  
PAY GRADE: D1  
REFERENCE NUMBER: GAUDGM0317/001-02 (46001-001-1312)

#### Key Job Responsibility

■ Manages the correct application of quality assurance processes and standard operating procedures to ensure corrective actions are taken as required ■ Reviews and recommends change to standard operating procedures in order to ensure the laboratory is constantly able to provide a high quality, cost effective and safe service ■ Overseeing and monitoring equipment calibration and maintenance to ensure accurate and reliable results. ■ Oversees and monitors the validation of new equipment for implementation in the laboratory. ■ Oversees asset management and procurement of goods to ensure the most effective utilisation of resources, optimise stock levels, reduce costs and ensure availability of required stock at all times ■ Generate management reports as required to monitor work and performance status of the laboratory and take corrective action when required ■ Liaises with customers in order to resolve service related issues, maintains a positive image of the organisation and promotes the services of the laboratory ■ Accountable for the implementation and maintenance of the quality system that governs the laboratory and service components of the department, to ensure compliance with the principles of Good Laboratory Practice and the fulfilment of SANAS accreditation requirements ■ Participates in the involvement and promotion of Continuing Professional Development (CPD) activities within the department/laboratory, to contribute to staff development and in compliance with HPCSA requirements ■ Contributes to the development of an annual operational budget, and monitors and controls expenses against the budget in order to control costs and maximise the profitability of the laboratory ■ Oversee the implementation and correct application of all NHLS policies and procedures to ensure compliance ■ Plans and manages the activities of staff to ensure they achieve their performance objectives and ensure the most optimal utilisation of available resources ■ Ensures training and development of staff to ensure they have the skills required by the organisation and are able to achieve their performance objectives ■ Oversee the training of students for the internship and experiential programme to ensure comprehensive preparation of students for their exams ■ Performs the role of a medical technologist as required as per operational needs.

#### Minimum requirements & key competency

■ A 3 year relevant Degree/ diploma with HPCSA registration in appropriate category ■ 5 to 7 years' post qualification and experience in diagnostic laboratory ■ Knowledge of usage of Laboratory Equipment ■ Knowledge of Laboratory Procedures and process ■ Knowledge of

TQMS ■ Knowledge of stock control ■ Assertiveness ■ Interpersonal skills ■ Staff management ■ Ability to work under pressure ■ Communication skills ■ Planning, ■ Organising and Process Management ■ Analytical skills

Enquiries may be directed to Nomti Ralarala @ (011) 386 6591, or e-mail application to [DGMrecruitment@nhls.ac.za](mailto:DGMrecruitment@nhls.ac.za) visit the NHLS career page at <http://intranet.nhls.ac.za>

**BUSINESS UNIT:** DR GEORGE MUKHARI  
**DISCIPLINE:** MANAGEMENT AND ADMINISTRATION  
**LOCATION:** DR GEORGE MUKHARI  
**POSITION:** COORDINATOR – QA  
**PAY GRADE:** C4  
**REFERENCE NUMBER:** GAUDGM0317/001-03 (46090-001-1227)

#### Key Job Responsibility

■ Develop, maintain and review Management Standard Operating Procedures (SOP's) database to ensure that contents are aligned with current practice and that documentation is appropriate and reflects current practice within the Business Unit ■ Undertake regular intra and inter - departmental technical audits to assess effectiveness and ensure continued improvement of the quality system in line with ISO 15189 and other regulatory body requirements ■ Liaise with the regional Quality Assurance Manager to facilitate external laboratory audits to ensure objective review of the quality system and corrective action of non-conformances raised ■ Track and monitor the clearance of non-conformances within the Business Unit ■ Monitor and assist other laboratories within the Business Unit in preparing for accreditation ■ Assist the regional Quality Assurance Manager on quality system implementation to ensure uniformity throughout the NHLS ■ Facilitate Quality Assurance meetings and co-ordinate annual management review meeting to ensure continued self-assessment ■ Train staff in Good Laboratory Practice and Business Unit Quality Systems ■ Provide input to Management on policy and planning in respect of quality systems in order to facilitate continuous improvement and uniformity within the Business Unit ■ Provides input to safety officer to ensure a safe working environment and compliance with all safety legislation.

#### Minimum requirements & key competency

■ 3 year relevant Medical Technology Diploma/Degree ■ Registration with HPCSA in an appropriate category ■ 5 - 10 years' experience post qualification within an appropriate laboratory setting ■ Knowledge of principles of good laboratory practice ■ Knowledge of quality management systems ■ Internal Auditing ■ Assertiveness ■ Communication skills (written, verbal, presentation) ■ Computer literacy (Word, Excel and Q pulse) ■ Effective auditing skills Passion for quality and attention to detail ■ Ability to work independently and collaboratively ■ Organizational and Time management skills.

Enquiries may be directed to Nomti Ralarala @ (011) 386 6591, or e-mail application to [DGMrecruitment@nhls.ac.za](mailto:DGMrecruitment@nhls.ac.za) visit the NHLS career page at <http://intranet.nhls.ac.za>



BUSINESS UNIT: JOHANNESBURG, SEDIBENG & WEST RAND  
DISCIPLINE: MYCOBACTERIOLOGY LABORATORY  
LOCATION: BRAAMFONTEIN  
POSITION: MEDICAL SCIENTIST (RE-ADVERTISEMENT)  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: JHBSW0116/001-01 (41814-001-9014)

#### Key Job Responsibility

■ Be concerned with the teaching and training of employees in laboratory skills and health sciences so that they have better skills, knowledge and understanding to provide improved and effective health care ■ Manage data required for the efficient functioning and smooth running of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes. ■ To maintain safe standards in accordance with the Occupational Health and Safety Act (OHSA). ■ Be concerned with Research and Development to assess the appropriateness of tests and to improve existing laboratory tests, and to develop new tests and techniques in order to optimise and improve the provision of diagnostic and identification of services ■ Be concerned with identifying and solving applied information technology development and data mining, technical problems related to routine laboratory testing and Research and Development so that an efficient, effective service is provided; and accurate and reliable research is carried out with regards to operational problems (i.e. relating to epidemiology and surveillance), in order that the root causes are understood and appropriate solutions are implemented ■ Be concerned with the total Quality Management of the laboratory, which involves the implementation and monitoring of systems to ensure accurate and reliable results ■ Conduct, process and interpreting of results (interpreting where applicable) and ensuring that results are delivered timeously to source ■ Be concerned with the application of specialised knowledge to diagnose disorders, diseases and pathogens or vectors of pathogens, and where necessary provide consultation, so that appropriate treatment or control methods can be provided or implemented ■ Be concerned with routine diagnostic testing and prepare patient reports and adhere to the required QC and turnaround times. ■ Be concerned with the teaching and training of laboratory personnel, medical colleagues and community health workers etc. in Laboratory skills and health sciences to ensure that a high standard of Laboratory service is delivered.

#### Minimum requirements & key competency

■ Medical Scientist: BSc Hons with HPCSA registration in Microbiology ■ Experience in medical background or previous laboratory experience especially in microbiology environment will be an added advantage ■ Meticulous ■ Analytical skills ■ Effective communication skills ■ Interpersonal skills ■ Ability to work under pressure with minimal supervision ■ Reliable with a good sense of responsibility ■ Comply with academic demands ■ Consistency in achieving stringent turnaround and performance targets ■ Cost effective utilisation of all resources ■ To be vigilant and take timeous corrective action ■ Ability to optimise processes to achieve maximum efficiencies ■ Managing diversity ■

Client liaison and maintaining a positive image of the NHLS ■ Computer Literate ■ Ability to work under pressure ■ Prepared to work unsociable hours when the need arises.

BUSINESS UNIT: JOHANNESBURG, SEDIBENG & WEST RAND  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: CARLETONVILLE PATHOLOGY  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: JHBSW0317/001-01 (44940-001-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedures (SOPs) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . ■ Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. ■ Monitors, calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. ■ Coaches and provides technical support to laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to detail, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

BUSINESS UNIT: JOHANNESBURG, SEDIBENG & WEST RAND  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: LERATONG LABORATORY  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: JHBSW0317/001-01 (44900-007-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedures (SOPs) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. ■ Monitors, calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** or **Microbiology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

BUSINESS UNIT: JOHANNESBURG, SEDIBENG & WEST RAND  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: KOPANONG LABORATORY  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: JHBSW0317/001-07 (44880-001-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined the Standard Operating Procedures (SOPs) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. ■ Monitors, calibrates and maintains devices according to relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. ■ Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** or **Microbiology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to detail, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

**BUSINESS UNIT:** JOHANNESBURG, SEDIBENG & WEST RAND  
**DISCIPLINE:** CLINICAL PATHOLOGY  
**LOCATION:** CARLETONVILLE LABORATORY  
**POSITION:** MANAGER LABORATORY  
**PAY GRADE:** C3  
**REFERENCE NUMBER:** JHBSW0317/001-01 (44940-001-8014)

#### Key Job Responsibility

■ Manages the correct application of quality assurance processes and Standard Operating Procedures (SOPs) to ensure corrective actions are taken as required ■ Reviews and implements change to standard operating procedures in order to ensure the laboratory support function (e.g. laboratory courier services, specimen reception and sorting, test result reporting functions) is constantly able to provide a high quality, cost effective and safe service ■ Oversee and monitor equipment maintenance to ensure reliable operations ■ Oversees asset management and procurement of goods to ensure the most effective utilisation of resources, optimise stock levels, reduce costs and ensure availability of required stock at all times ■ Generate management reports as required to monitor work and performance status of the support services and take corrective action when required ■ Liaises with customers in order to resolve service related issues, maintain a positive image of the organisation and promote the services of the laboratory complex ■ This includes participation in hospital interdisciplinary committees and training of new intern medical doctors on laboratory procedures and practice ■ Contributes to the development of an annual operational budget, and monitors and controls expenses against budget in order to control costs and maximise the profitability of the laboratory ■ Oversee the management of waste disposal in line with relevant laboratory procedures and legislation ■ Oversee the implementation and correct application of all NHLS policies and procedures to ensure compliance ■ Plans and manages the activities of staff to ensure they achieve their performance ■ Trains, develops and manage staff to ensure they have the skills required by the organisation and are able to achieve their performance objectives ■ Manages data integrity to facilitate completeness for billing of customers (e.g. hospital, private and medical aid clients, referrals and foreign patients) and resolution of billing queries to ensure accurate, timeous and correct collection of monies owed.

#### Minimum requirements & key competency

■ A National Diploma / Degree Biomedical Technology ■ Registered with the HPCSA in Clinical Pathology ■ 6-8 years' post qualification and experience in a laboratory and administrative environment ■ Knowledge of relevant laboratory processes and procedures ■ Assertiveness ■ Interpersonal skills ■ Computer skills ■ Understanding of finance and general management ■ Attention to detail ■ Team leadership ■ Communication skills ■ Analytical skills ■ Consistency in achieving stringent turnaround and performance targets ■ Cost effective utilisation of all resources ■ To be vigilant and take timeous corrective action ■ Ability to optimise processes to achieve ■ maximum efficiencies in pre and post analytical laboratory processes ■ Managing diversity ■ Managing high staff turnover ■ Client liaison (both internal and external) and

maintaining a positive image of the company ■ Ability to work under pressure ■ Crisis and conflict management ■ Dependency on other units/ structures outside of direct control to maintain turnaround times.

Enquiries may be directed to Michael Ramalepe at (011) 489 9775, e-mail application to [sgauteng.recruitment@nhls.ac.za](mailto:sgauteng.recruitment@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

**BUSINESS UNIT:** EKURHULENI\_ TSHWANE  
**DISCIPLINE:** MICROBIOLOGY  
**LOCATION:** THELLE MOGOERANE REGIONAL LABORATORY  
**POSITION:** SUPERVISOR (LABORATORY)  
**PAY GRADE:** C3  
**REFERENCE NUMBER:** GAUTM0317/001-01 (44800-001-1133)

#### Key Job Responsibility

■ Supervises the correct application of quality assurance processes and standard operating procedures to ensure corrective actions are taken as required ■ Reviews and implements change of standard operating procedures, in order to ensure the laboratory service is constantly able to provide a high quality, cost effective and safe service ■ Supervise and monitor laboratory processes and maintain the technical laboratory service to ensure the accurate processing of specimens and reliable results ■ Participate in the management and procurement of goods to ensure the most effective utilisation of resources, optimise stock levels, reduce cost and ensure availability of stock at all times ■ Assist in the generation of management reports as required to monitor work and performance status of the laboratory service and take corrective action when required ■ Liaise with customers in order to resolve service related issues, maintain a positive image of the organisation and promote services of the NHLS ■ Implement and maintain the quality system that governs the laboratory service and components of the department to ensure compliance with the principles of Good Laboratory Practice and the fulfillment of SANAS accreditation requirements ■ Contributes to the development of an annual operational budget, and monitors and controls expenses against the budget in order to control costs and maximise profitability of the section ■ Assist in the planning and supervising of staff activities to ensure they achieve performance objectives and ensure the most optimal utilisation of available resources ■ Participate in the delivery and promotion of Continuing Professional Development (CPD) activities within the department /Laboratory, to contribute to staff development and compliance with HPCSA requirements ■ Trains and develops staff to ensure they have skills required by the organisation and are able to achieve their performance objectives ■ Arrange the training of students for the internship and experiential programme, in order to ensure comprehensive preparation of students for their exams ■ Implements safe working conditions and procedures in order to ensure a safe working environment and compliance with all legislation ■ Performs the role of a medical technologist when required in accordance with operational needs.

#### Minimum requirements & key competency

■ A National Diploma / Degree Biomedical Technology ■ Registered with the HPCSA in **Clinical Pathology** ■ Six (6) – Eight (8) years' post qualification and experience in a diagnostic laboratory ■ Knowledge of laboratory processes and procedures ■ Assertiveness ■ Interpersonal skills ■ Computer skills ■ Attention to detail ■ Team leadership ■ Communication skills ■ Analytical skills.

Enquiries may be directed to Vivian Sithoga (011) 489 8588, e-mail application to [sgauteng.recruitment@nhls.ac.za](mailto:sgauteng.recruitment@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

BUSINESS UNIT: EKURHULENI\_ TSHWANE  
DISCIPLINE: HAEMATOLOGY  
LOCATION: TAMBO MEMORIAL LABORATORY  
POSITION: SUPERVISOR (LABORATORY) (RE-ADVERTISEMENT)  
PAY GRADE: C3  
REFERENCE NUMBER: EKTS0317/001-02 (44700-001-1133)

#### Key Job Responsibility

■ Supervises the correct application of quality assurance processes and standard operating procedures to ensure that corrective actions are taken as required ■ Reviews and implements change of standard operating procedures, in order to ensure the laboratory service is constantly able to provide a high quality, cost effective and safe service ■ Supervise and monitor laboratory processes and maintain the technical laboratory service to ensure the accurate processing of specimens and reliable results ■ Participate in the management and procurement of goods to ensure the most effective utilisation of resources, optimise stock levels, reduce cost and ensure availability of stock at all times ■ Assist in the generation of management reports as required to monitor work and performance status of the laboratory service and take corrective action when required ■ Liaise with customers in order to resolve service related issues, maintain a positive image of the organisation and promote services of the NHLS ■ Implement and maintain the quality system that governs the laboratory service and components of the department to ensure compliance with the principles of Good Laboratory Practice and the fulfillment of SANAS accreditation requirements ■ Contributes to the development of an annual operational budget, and monitors and controls expenses against budget in order to control costs and maximise profitability of the section ■ Assist in the planning and supervising of activities of staff to ensure they achieve performance objectives and ensure the most optimal utilisation of available resources ■ Participate in the delivery and promotion of Continuing Professional Development (CPD) activities within the department /Laboratory, in order to contribute to staff development and compliance with HPCSA requirements ■ Trains and develops staff to ensure they have skills required by the organisation and are able to achieve their performance objectives ■ Arrange the training of students for the internship and experiential programme to ensure comprehensive preparation of students for their exams ■ Implements safe working conditions and procedures, in order to ensure a safe working environment and compliance with all legislation ■ Performs the role of a medical technologist when required in accordance with operational needs.

#### Minimum requirements & key competency

■ A National Diploma / Degree in Biomedical Technology ■ Registered with the HPCSA in a **Clinical Pathology discipline** ■ Six (6) – Eight (8) years' post qualification and experience in a diagnostic laboratory ■ Knowledge of laboratory processes and procedures ■ Assertiveness ■ Interpersonal skills ■ Computer skills ■ Attention to detail ■ Team leadership ■ Communication skills ■ Analytical skills.

BUSINESS UNIT: GAUTENG NORTH  
DISCIPLINE: LABORATORY SUPPORT SERVICES  
LOCATION: TAMBO MEMORIAL LABORATORY  
POSITION: PHLEBOTOMY TECHNICIAN  
PAY GRADE: B4  
REFERENCE NUMBER: EKTS0317/001-01 (44700-002-7015)

#### Key Job Responsibility

■ Draw blood at various locations as required using safe and correct procedures ■ Observe the physical condition of patients during blood taking and apply sound nursing practices in order to ensure the safety and comfort of patients ■ Keep records of specimens collected and ensure that all patient details and clinical information are accurately recorded ■ Provide general nursing services as required, from time to time, such as emergency first aid, assisting with immunisation and the administration of glucose tolerance tests ■ Check stock levels of all collection materials and order additional stock to ensure the availability of required materials at all times ■ Implement sound housekeeping procedures to ensure a safe working environment in accordance with legislation and all safety protocols.

#### Minimum requirements & key competency

■ Registered as a professional/staff nurse with the SANC/ HPCSA as a Phlebotomist/ Medical Technician in Phlebotomy ■ Sound Knowledge of all required phlebotomy and related nursing procedures ■ 2 years' minimum experience in nursing or phlebotomy ■ Time management, interpersonal and organisational skills ■ Keep abreast with a wide variety of tests, pre-requisites and appropriate consumables ■ Ability to work under pressure ■ Willingness to work independently without supervision ■ Ability to work within a team ■ Maintains confidentiality ■ willing to work unsociable hours.



BUSINESS UNIT: EKURHULENI\_ TSHWANE  
DISCIPLINE: CHEMICAL PATHOLOGY  
LOCATION: TAMBO MEMORIAL LABORTORY  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: EKT0317/001-01 (44700-009-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according to defined SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research, in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . ■ Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. ■ Monitors, calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. ■ Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology Essential** ■ 1-3 years' experience in Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to detail, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

BUSINESS UNIT: EKURHULENI\_ TSHWANE  
DISCIPLINE: CHEMICAL PATHOLOGY  
LOCATION: BERTHA GXOWA LABORATORY  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: EKT0317/001-01 (44780-001-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according to the defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research, in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to the relevant standards. ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology Essential** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluid ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

BUSINESS UNIT: EKURHULENI\_ TSHWANE  
DISCIPLINE: CHEMICAL PATHOLOGY  
LOCATION: ODI LABOARTORY  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: EKT0317/001-01 (52800-002-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decisions on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . ■ Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. ■ Monitors, calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with Health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology Essential** ■ 1-3 years' experience in Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

Enquiries may be directed to Vivian Sithoga (011) 489 8588, e-mail application to [sgauteng.recruitment@nhls.ac.za](mailto:sgauteng.recruitment@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

**BUSINESS UNIT:** TSHWANE ACADEMIC DIVISION  
**DISCIPLINE:** MICROBIOLOGY  
**LOCATION:** TSHWANE ACADEMIC DIVISION (PRETORIA)  
**POSITION:** SUPERVISOR LABORATORY  
**PAY GRADE:** C4  
**REFERENCE NUMBER:** GAUTAD0317/001-01 (45006-001-1231)

#### Key Job Responsibility

■ Ensures all laboratory staff have adequate resources to perform all aspects of work required ■ Ensures all laboratory staff are adequately trained to safely perform all required job functions and that competency records are maintained ■ Ensures compliance with all organisational policy procedures in the laboratory ■ Assists seniors regarding budgeted financial expectations for the laboratory ■ Understands customer requirements and organises laboratory procedures, schedules and staff to provide for meeting / exceeding same ■ Provides employee motivation and champions quality assurance providing support with corrective/preventative actions ■ Compiles and analyses test information to determine operating efficiency of processes and equipment and to diagnose problems and malfunctions ■ Recommends measures to improve testing procedures, use of equipment, and needs for new equipment ■ Conducts research to develop custom procedures as needed, working in conjunction with senior laboratory management ■ Handles the required disciplinary matters in a fair and consistent manner and maintains open communication with the Laboratory Manager and the HR department ■ Represents the organisation by appearance and conduct ■ Behaves ethical at all times ■ Ensures compliance in all areas ■ Ensures laboratory practices meet or exceed company policy and industry standards.

#### Minimum requirements & key competency

■ A National Diploma in Biomedical Technology ■ HPCSA registration as a Medical Technologist in Microbiology ■ Seven (7) – Nine (9) years' post qualification experience within a laboratory setting, within Microbiology ■ Two (2) years' supervisory experience desirable ■ Knowledge of laboratory instruments, processes and procedures ■ Ability to interpret laboratory results ■ Knowledge of Quality Assurance ■ Ability to work unsupervised ■ Good computer skills (Excel, Word) ■ Knowledge of Good Laboratory Practices ■ Problem solving and analytical skills ■ Excellent communication skills ■ Good interpersonal skills including coaching and customer care ■ Attention to detail ■ Team orientated ■ Good time management skills.

Enquiries may be directed to Nicola Mdhuli (011) 386 6145, e-mail application to [tadrecruitment@nhls.ac.za](mailto:tadrecruitment@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

## KZN REGION

BUSINESS UNIT: ETHEKWINI  
DISCIPLINE: MANAGEMENT AND ADMINISTRATION  
LOCATION: PRINCE STREET REGIONAL OFFICE  
POSITION: BUSINESS MANAGER (RE-ADVERTISEMENT)  
PAY GRADE: D5  
REFERENCE NUMBER: KZNETH0317/001-01(81590.001.1405)

**Applicants who applied for the previously advertised position need not re-apply.**

### Key Job Responsibility

■ Contributes as a member of the regional/academic management team to the operational planning for the Region and implement operational plan of the Business Unit/Academic complex to ensure achievement of set performance ■ Ensures effective and efficient utilisation of resources to achieve all required performance objectives/target ■ Develops and manages staff to ensure they have the skills required by the organisation and are able to achieve their performance objectives ■ Conducts client liaison with external bodies e.g. Hospital Administration, health district management and /or local tertiary education institutions to foster harmonious relations ■ Responsible for the development and management of both operational and Academic budgets, to ensure the most effective utilisation of resources, maintenance of costs within budget and the achievement of profitability objectives ■ Oversee the implementation and correct application of all NHLS policies and procedures to ensure compliance ■ Responsible for human resources management to ensure optimal staff utilisation and maintenance of sound Labour relation within the tertiary complex/business unit ■ Responsible for overseeing and monitoring of the laboratory information system and other IT systems to ensure smooth operation of the tertiary complex/business unit ■ Oversee and monitor the procurement process to ensure optimal stock levels, cost containment and appropriate selection of equipment and services in compliance with legislation, policy and approved budgetary framework ■ Ensure the implementation of laboratory quality system in accordance with SANAS accreditation requirements to ensure delivery of quality results ■ Ensure the implementation of agreement relating to equipment, logistics, security, cleaning, utilities, building maintenance etc. of the business unit to ensure delivery of cost effective services in line with the needs of the business ■ Provide an enabling environment to support Research and Development within an academic setting ■ Ensure the implementation of health, safety and environmental requirements, to ensure the implementation of all necessary processes and procedures, compliance with legislation and the achievement of a healthy, safe and environmentally friendly environment in line with objectives.

Minimum requirements & key competency

- A National Diploma in Medical Technology or other Relevant Degree in Health Science
- HPCSA registration in relevant discipline
- Business Management related qualifications desirable
- 8 years' relevant laboratory experience
- 5 years' management experience
- Knowledge of the Occupational Health and Safety Act (OHSA)
- Knowledge of general accounting and finance practices
- Knowledge of laboratory information and ERP systems
- Knowledge of company products produced
- Knowledge of the NHLS' finance and budget processes and procedures
- Specialist pathology knowledge desirable
- Planning and Organising skills
- Analytical skills
- Financial and General Management
- Computer skills
- Leadership and management skills
- Negotiation and conflict resolution skills
- Interpersonal skills
- Effective Communication Skills
- Presentation skills
- Chairing meetings.

Enquiries may be directed to **Promise Mncube** at (031) 327 6768, e-mail application to [promise.mncube@nhls.ac.za](mailto:promise.mncube@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

**BUSINESS UNIT:** ETHEKWINI  
**DISCIPLINE:** VIROLOGY  
**LOCATION:** ADDINGTON HOSPITAL  
**POSITION:** MEDICAL TECHNOLOGIST (RE-ADVERTISEMENT)  
**PAY GRADE:** PAY ZONE DEPENDS ON EXPERIENCE  
**REFERENCE NUMBER:** KZNADD0317/001-04 (81420.003.8014)

#### Key Job Responsibility

- Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according to the defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable
- Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements.
- Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes
- To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA)
- Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times
- Verify and report results (interpret where applicable) and ensure that results are delivered timeously
- Undertakes to troubleshoot where necessary
- Keep abreast with research in order to make informed decision on existing laboratory tests and techniques
- Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard
- Interprets laboratory findings and completes technical reports .
- Maintains records and documentation of test results and patient information
- Operates various analytical equipment for medical microbiological tests.
- Monitors, calibrates and maintains devices according to the relevant standards
- Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants
- Liaise with health Clinicians, Registrars and Pathologists
- Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

- A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science
- Registration with the HPCSA as a Medical Technologist in **Virology**
- 1-3 years' experience as a Biomedical Technologist
- Perform sampling and analysis of blood, tissue and body fluids
- Preparation of samples for examination
- Knowledge for the usage of specialised instrumentation
- Knowledge of infection control and sterilisation protocols
- Accurate interpretation of results
- Establish and monitor programmes that ensure data accuracy.
- Accuracy and organisational skills
- Attention to details, striving for an error free standard
- Ability to identify problems and troubleshoot
- Ability to work independently and collaboratively
- Communication Skills (Verbal, written & presentation)
- Computer Literacy
- Time management and evaluation Skills
- Willing to work unsociable hours, weekends, public holidays and call outs.

Enquiries may be directed to Promise Mncube at (031) 327 6768, e-mail application to [promise.mncube@nhls.ac.za](mailto:promise.mncube@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

BUSINESS UNIT: ACADEMIC COMPLEX  
DISCIPLINE: HAEMATOLOGY  
LOCATION: INKOSI ALBERT LUTHULI CENTRAL HOSPITAL  
POSITION: MEDICAL TECHNOLOGIST (NIGHT DUTY)  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNIALCH-HAEM0317/001-01 (81108.003.8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according to defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaise with Health Clinicians, Registrars and Pathologists ■ Consult on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Haematology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to detail, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

Enquiries may be directed to Promise Mncube at (031) 327 6768, e-mail application to [promise.mncube@nhls.ac.za](mailto:promise.mncube@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

BUSINESS UNIT: ACADEMIC COMPLEX  
DISCIPLINE: VIROLOGY  
LOCATION: INKOSI ALBERT LUTHULI CENTRAL HOSPITAL  
POSITION: MEDICAL TECHNOLOGIST (X3 POSTS)  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNIALCH-VIRO0317/001-06 (81111.014/029/010.8014)

#### Key Job Responsibility

- Manage the sample collection and suitability for analysis to ensure that equipment is maintained according to defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable
- Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements
- Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes
- To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA)
- Conduct process and interpret tests in terms of prescribed procedures, monitoring quality at all times
- Verify and report results (interpret where applicable) and ensure that results are delivered timeously
- Undertake troubleshoot where necessary
- Keep abreast with research in order to make informed decision on existing laboratory tests and techniques
- Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard
- Interprets laboratory findings and completes technical reports. Maintains records and documentation of test results and patient information
- Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to relevant standards
- Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants
- Liaises with Healthcare Clinicians, Registrars and Pathologists
- Consults on the interpretation of results by phoning out critical and abnormal results.

#### Minimum requirements & key competency

- A National Diploma in Biomedical Technology or Bachelor of Health Sciences
- Registration with the HPCSA as a Medical Technologist in **Virology**
- Post-qualification experience in a diagnostic laboratory as a Medical Technologist
- Perform sampling and analysis of blood, tissue and body fluids
- Preparation of samples for examination
- Knowledge for the usage of specialised instrumentation
- Knowledge of infection control and sterilisation protocols
- Accurate interpretation of results
- Establish and monitor programmes that ensure data accuracy
- Accuracy and organisational skills
- Attention to detail, striving for an error free standard
- Ability to identify problems and troubleshoot
- Ability to work independently and collaboratively
- Communication skills (Verbal, written & presentation)
- Computer Literacy
- Time management and evaluation skills.



Enquiries may be directed to Calvin Naidoo at (031) 327 6728, e-mail application to [Calvin.naidoo@nhls.ac.za](mailto:Calvin.naidoo@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

**BUSINESS UNIT:** MKHANYA-ZULU  
**DISCIPLINE:** CLINICAL PATHOLOGY  
**LOCATION:** DUMBE LABORATORY  
**POSITION:** MANAGER LABORATORY  
**PAY GRADE:** C2  
**REFERENCE NUMBER:** KZNDUMB0317/001-01 (83400.001.1113)

#### Key Job Responsibility

■ Manages the correct application of quality assurance processes and standard operating procedures to ensure corrective actions are taken as required ■ Reviews and recommends change to standard operating procedures in order to ensure the laboratory is constantly able to provide a high quality, cost effective and safe service ■ Oversee and monitor equipment calibration and maintenance to ensure accurate and reliable results, oversees and monitors the validation of new equipment for implementation in the laboratory. ■ Oversees asset management and procurement of goods to ensure the most effective utilisation of resources, optimise stock levels, reduce costs and ensure availability of required stock at all times ■ Generate management reports as required to monitor work and performance status of the laboratory and take corrective action when required ■ Liaises with customers in order to resolve service related issues, maintains a positive image of the organisation and promotes the services of the laboratory ■ Accountable for the implementation and maintenance of the quality system that governs the laboratory and service components of the Department, to ensure compliance with principles of Good Laboratory Practice and the fulfillment of SANAS accreditation requirements ■ Participates in the involvement and promotion of Continuing Professional Development (CPD) activities within the department/laboratory to contribute to staff development and in compliance with HPCSA requirements ■ Contributes to the development of an annual operational budget, and monitors and controls expenses against budget in order to control costs and maximise the profitability of the laboratory ■ Oversee the implementation and correct application of all NHLS policies and procedures to ensure compliance ■ Plans and manages the activities of staff to ensure they achieve their performance objectives and ensure the most optimal utilisation of available resources ■ Ensures Training and development of staff to ensure they have skills required by the organisation and are able to achieve their performance objectives ■ Oversees the training of students to ensure comprehensive prepare ■ Performs the role of Medical Technologist as required as per operational needs.

#### Minimum requirements & key competency

■ A National Diploma in Biomedical Technology in Clinical Pathology ■ Registration with the HPCSA as a Medical Technologist in Clinical Pathology ■ Five (5) to Seven (7) years' post registration with HPCSA ■ Knowledge of usage of Laboratory Equipment ■ Knowledge of Health and Safety issues in a Laboratory Environment ■ Knowledge of Laboratory Procedures and process ■ Knowledge of TQMS ■ Knowledge of

stock control ■ Assertiveness ■ Interpersonal skills ■ Staff management ■ Basic understanding of finance and general management and computer skills ■ Ability to work under pressure ■ Communication skills ■ Planning, Organising and Process Management ■ Analytical skills.

Enquiries may be directed to Shaun Govender at (031) 327 6727, e-mail application to [Shaun.govender@nhls.ac.za](mailto:Shaun.govender@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

BUSINESS UNIT: ILEMBE-KING CETSHWAYO  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: MONTEBELLO HOSPITAL  
POSITION: MEDICAL TECHNICIAN  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNMONT0317/001-02 (86400.002.7014)

#### Key Job Responsibility

■ Receive, prepare, sort and analyse specimens for testing ■ Phone abnormal and urgent results to doctors and nurses, deal with all routine enquiries ■ Maintenance and calibration of instruments, machines and equipment. ■ Carry out all routine testing procedures. ■ Ensure that wards, referring hospitals and clinics receive their results according to set turnaround times. ■ Adhere to safety procedures and perform all required QC procedures ■ Training of students. ■ Participate in the delivery of Continuing Professional Development (CPD) activities within the department / laboratory to contribute to staff development and in compliance with HPCSA requirements ■ Comply with policies and procedures of the NHLS as well as the Occupational Health and Safety Act.

#### Minimum requirements & key competency

■ A qualification as a Medical Technician ■ Registration with HPCSA as a Medical Technician in **Clinical Pathology** ■ Post qualification experience as a Medical Technician in a diagnostic laboratory ■ Computer literacy ■ Technically orientated ■ Attention to detail ■ Team orientated ■ Working in a hazardous environment and being very safety conscious ■ Willing to work unsociable hours, shifts and public holidays.

BUSINESS UNIT: ILEMBE-KING CETSHWAYO  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: UNTUNJAMBILI HOSPITAL  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNUNTUN0317/001-03 (82105.017.8014)

#### Key Job Responsibility

■ Manage the sample collection and suitability for analysis to ensure that equipment is maintained according to defined Standard Operating Procedure(SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational OHSA ■ Conduct process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertake troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports. Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with healthcare Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical and abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Biomedical Technology or Bachelor of Health Sciences ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ Post-qualification experience in a diagnostic laboratory as a Medical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation skills.

BUSINESS UNIT: MGUNGUNDLOVU-THUKELA  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: LADYSMITH HOSPITAL  
POSITION: MEDICAL TECHNICIAN  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNLADY0317/001-01 (87001.006.7014)

#### Key Job Responsibility

■ Receive, prepare, sort and analyse specimens for testing ■ Phone abnormal and urgent results to doctors and nurses, deal with all routine enquiries ■ Maintenance and calibration of instruments, machines and equipment. ■ Carry out all routine testing procedures. ■ Ensure that wards, referring hospitals and clinics receive their results according to set turnaround times. ■ Adhere to safety procedures and perform all required QC procedures ■ Training of students. ■ Participate in the delivery of Continuing Professional Development (CPD) activities within the department / laboratory to contribute to staff development and in compliance with HPCSA requirements ■ Comply with policies and procedures of the NHLS as well as the Occupational Health and Safety Act.

#### Minimum requirements & key competency

■ A qualification as a Medical Technician ■ Registration with HPCSA as a Medical Technician in **Clinical Pathology** ■ Post qualification experience as a Medical Technician in a diagnostic laboratory ■ Computer literacy ■ Technically orientated ■ Attention to details ■ Team orientated ■ Working in a hazardous environment and being very safety conscious ■ Willing to work unsociable hours, shifts and public holidays.

Enquiries may be directed to Calvin Naidoo at (031) 327 6728, e-mail application to [Calvin.naidoo@nhls.ac.za](mailto:Calvin.naidoo@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

BUSINESS UNIT: MGUNGUNDLOVU-THUKELA  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: APPELSBOSCH HOSPITAL  
POSITION: MEDICAL TECHNICIAN  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNAPPE0317/001-02 (86300.001.7014)

#### Key Job Responsibility

■ Receive, prepare, sort and analyse specimens for testing ■ Phone abnormal and urgent results to doctors and nurses, deal with all routine enquiries ■ Maintenance and calibration of instruments, machines and equipment. ■ Carry out all routine testing procedures. ■ Ensure that wards, referring hospitals and clinics receive their results according to set turnaround times. ■ Adhere to safety procedures and perform all required QC procedures ■ Training of students. ■ Participate in the delivery of Continuing Professional Development (CPD) activities within the department / laboratory to contribute to staff development and in compliance with HPCSA requirements ■ Comply with policies and procedures of the NHLS as well as the Occupational Health and Safety Act.

#### Minimum requirements & key competency

■ A qualification as a Medical Technician ■ Registration with HPCSA as a Medical Technician in **Clinical Pathology** ■ Post qualification experience as a Medical Technician in a diagnostic laboratory ■ Computer literacy ■ Technically orientated ■ Attention to detail ■ Team orientated ■ Working in a hazardous environment and being very safety conscious ■ Willing to work unsociable hours, shifts and public holidays.

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BUSINESS UNIT: MGUNGUNDLOVU-THUKELA  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: EDENDALE HOSPITAL  
POSITION: MEDICAL TECHNOLOGIST (X2 POSTS) (NIGHT DUTY)  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNEDEN0317/001-04 (86001.011/019.8014)

#### Key Job Responsibility

■ Manage the sample collection and suitability for analysis to ensure that equipment is maintained according to defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with OHSA ■ Conduct process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertake troubleshoot where necessary ■ Keep abreast with research in order to make informed decisions on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standards ■ Interprets laboratory findings and completes technical reports. Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with Healthcare Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical and abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Biomedical Technology or Bachelor of Health Sciences ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ Post-qualification experience in a diagnostic laboratory as a Medical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy ■ Accuracy and organisational skills ■ Attention to detail, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation skills.

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BUSINESS UNIT: MGUNGUNDLOVU-THUKELA  
DISCIPLINE: CYTOLOGY  
LOCATION: GREYS HOSPITAL  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNGREY0317/001-05 (86100-001-021-8014)

#### Key Job Responsibility

■ Manage the sample collection and suitability for analysis to ensure that equipment is maintained according to defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act ■ Conduct process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertake troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports. Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to relevant standards ■ Adheres to quality assurance policies and procedures, to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaise with healthcare Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical and abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Biomedical Technology or Bachelor of Health Sciences ■ Registration with the HPCSA as a Medical Technologist in **Cytology** ■ Post-qualification experience in a diagnostic laboratory as a Medical Technologist ■ perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation skills.

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BUSINESS UNIT: MGUNGUNDLOVU-THUKELA  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: NORTHDALÉ HOSPITAL  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNNORT03117/001-06 (86200-008-8014)

#### Key Job Responsibility

■ Manage the sample collection and suitability for analysis to ensure that equipment is maintained according to the defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertake troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing lab tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports. Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with healthcare Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical and abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Biomedical Technology or Bachelor of Health Sciences ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ Post-qualification experience in a diagnostic laboratory as a Medical Technologist ■ perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy ■ Accuracy and organisational skills ■ Attention to detail, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation skills.



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BUSINESS UNIT: MGUNGUNDLOVU-THUKELA  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: ESTCOURT HOSPITAL  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNEST0317/001-07 (87100.005.8014)

#### Key Job Responsibility

- Manage the sample collection and suitability for analysis to ensure that equipment is maintained according to defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable
- Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements
- Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes
- To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA)
- Conduct process and interpret tests in terms of prescribed procedures, monitoring quality at all times
- Verify and report results (interpret where applicable) and ensure that results are delivered timeously
- Undertake troubleshoot where necessary
- Keep abreast with research in order to make informed decision on existing lab test and technique
- Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard
- Interprets laboratory findings and completes technical reports. Maintains records and documentation of test results and patient information
- Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to relevant standards
- Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants
- Liaises with Healthcare Clinicians, Registrars and Pathologists
- Consults on the interpretation of results by phoning out critical and abnormal results.

#### Minimum requirements & key competency

- A National Diploma in Biomedical Technology or Bachelor of Health Sciences
- Registration with the HPCSA as a Medical Technologist in **Clinical Pathology**
- Post-qualification experience in a diagnostic laboratory as a Medical Technologist
- Perform sampling and analysis of blood, tissue and body fluids.
- Preparation of samples for examination
- Knowledge for the usage of specialised instrumentation
- Knowledge of infection control and sterilisation protocols
- Accurate interpretation of results
- Establish and monitor programmes that ensure data accuracy
- Accuracy and organisational skills
- Attention to detail strive for an error free standard
- Ability to identify problems and troubleshoot
- Ability to work independently and collaboratively
- Communication skills (Verbal, written & presentation)
- Computer Literacy
- Time management and evaluation skills.

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BUSINESS UNIT: MGUNGUNDLOVU-THUKELA  
DISCIPLINE: ANATOMICAL PATHOLOGY  
LOCATION: GREYS HOSPITAL  
POSITION: PATHOLOGIST (RE-ADVERTISEMENT)  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNGREYS0317/001-08 (86100.002.1514)

#### Key Job Responsibility

■ To perform, interpret, report on and authorise a full range of laboratory tests and autopsies within the specified turnaround times ■ To guide clinicians (including internal and external customers) in the selection and interpretation of laboratory tests to optimise patient care, including the provision of an after-hours service ■ To participate in regular clinic pathological meetings with clinicians from various clinical specialties ■ To establish, maintain and accept overall responsibility for a quality assurance programme in order to maintain SANAS accreditation ■ To provide formal teaching and training to undergraduate and post-graduate students as well as medical technologists in order to impart knowledge, teach skills and assess competence ■ To provide theoretical and practical training to post-graduate students, in order to build capacity in the field ■ To participate in outreach programs to educate and empower professional peers and clinicians ■ To undertake research projects in their own right to add to the body of scientific knowledge and to fulfil the university research requirements ■ To supervise research undertaken by post-graduate students in the department (Honours and Masters students) to enable students to fulfill the requirements of their degrees.

#### Minimum requirements & key competency

■ FCPATH / MMed (Anatomical Pathology) ■ Registration with HPCSA as an Anatomical Pathologist ■ Completed registrar training in Anatomical Pathology ■ Time management skills ■ Report writing skills ■ Computer literacy ■ Planning and Organising ■ Interpersonal skills ■ Work-up management of clinic patients ■ Management and financial skills. ■ To work under pressure with minimal supervision ■ Effective communication skills ■ Reliable with good sense of responsibility/keen attention to details / innovative decisive ■ Ability to diagnose in a cost effective manner ■ Ability to teach and train ■ Ability to research and publish.

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BUSINESS UNIT: HARRY GWALA-UGU  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: MURCHISON HOSPITAL  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNMURC0317/001-01 (81520.005.8014)

#### Key Job Responsibility

■ Manage the sample collection and suitability for analysis to ensure that equipment is maintained according to defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertake troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports. Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with healthcare Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical and abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Biomedical Technology or Bachelor of Health Sciences ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ Post-qualification experience in a diagnostic laboratory as a Medical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy ■ Accuracy and organisational skills ■ Attention to detail strive for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation skills.

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BUSINESS UNIT: HARRY GWALA-UGU  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: PORT SHEPSTONE HOSPITAL  
POSITION: MEDICAL TECHNICIAN  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNPORT0317/001-02 (81480.001.7014)

#### Key Job Responsibility

■ Receive, prepare, sort and analyse specimens for testing ■ Phone abnormal and urgent results to doctors and nurses, and deal with all routine enquiries ■ Maintenance and calibration of instruments, machines and equipment. ■ Carry out all routine testing procedures. ■ Ensure that wards, referring hospitals and clinics receive their results according to set turnaround times. ■ Adhere to safety procedures and perform all required QC procedures ■ Training of students. ■ Participate in the delivery of Continuing Professional Development (CPD) activities within the department / laboratory to contribute to staff development and in compliance with HPCSA requirements ■ Comply with policies and procedures of the NHLS as well as the Occupational Health and Safety Act.

#### Minimum requirements & key competency

■ A qualification as a Medical Technician ■ Registration with HPCSA as a Medical Technician in **Clinical Pathology** ■ Post qualification experience as a Medical Technician in a diagnostic laboratory ■ Computer literacy ■ Technically orientated ■ Attention to detail ■ Team orientated ■ Working in a hazardous environment and being very safety conscious ■ Willing to work unsociable hours, shifts and public holidays.

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BUSINESS UNIT: HARRY GWALA-UGU  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: ST ANDREWS HOSPITAL  
POSITION: MEDICAL TECHNICIAN  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNSTAND0317/001-03 (81480.003.7014)

#### Key Job Responsibility

■ Receive, prepare, sort and analyse specimens for testing ■ Phone abnormal and urgent results to doctors and nurses, and deal with all routine enquiries ■ Maintenance and calibration of instruments, machines and equipment. ■ Carry out all routine testing procedures. ■ Ensure that wards, referring hospitals and clinics receive their results according to set turnaround times. ■ Adhere to safety procedures and perform all required QC procedures ■ Training of students. ■ Participate in the delivery of Continuing Professional Development (CPD) activities within the department / laboratory to contribute to staff development and in compliance with HPCSA requirements ■ Comply with policies and procedures of the NHLS as well as the Occupational Health and Safety Act (OHSA).

#### Minimum requirements & key competency

■ A qualification as a Medical Technician ■ Registration with HPCSA as a Medical Technician in **Clinical Pathology** ■ Post qualification experience as a Medical Technician in a diagnostic laboratory ■ Computer literacy ■ Technically orientated ■ Attention to detail ■ Team orientated ■ Working in a hazardous environment and being very safety conscious ■ Willing to work unsociable hours, shifts and public holidays.

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BUSINESS UNIT: HARRY GWALA-UGU  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: RIETVLEI HOSPITAL  
POSITION: MEDICAL TECHNICIAN  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNRIET0317/001-04 (80010.001.7014)

#### Key Job Responsibility

■ Receive, prepare, sort and analyse specimens for testing ■ Phone abnormal and urgent results to doctors and nurses, deal with all routine enquiries ■ Maintenance and calibration of instruments, machines and equipment. ■ Carry out all routine testing procedures. ■ Ensure that wards, referring hospitals and clinics receive their results according to set turnaround times. ■ Adhere to safety procedures and perform all required QC procedures ■ Training of students. ■ Participate in the delivery of Continuing Professional Development (CPD) activities within the department / laboratory, in order to contribute to staff development and in compliance with HPCSA requirements ■ Comply with policies and procedures of the NHLS as well as the Occupational Health and Safety Act (OHSA).

#### Minimum requirements & key competency

■ A qualification as a Medical Technician ■ Registration with HPCSA as a Medical Technician in **Clinical Pathology** ■ Post qualification experience as a Medical Technician in a diagnostic laboratory ■ Computer literacy ■ Technically orientated ■ Attention to detail ■ Team orientated ■ Working in a hazardous environment and being very safety conscious ■ Willing to work unsociable hours, shifts and public holidays.

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BUSINESS UNIT: HARRY GWALA-UGU  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: ST APOLLINARIS HOSPITAL  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY ZONE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: KZNSTAPP0317/001-05 (85100.001.8014)

#### Key Job Responsibility

■ Manage the sample collection and suitability for analysis to ensure that equipment is maintained according to defined Standard Operating Procedure(SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertake troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports. Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with Healthcare Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical and abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Biomedical Technology or Bachelor of Health Sciences ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ Post-qualification experience in a diagnostic laboratory as a Medical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy ■ Accuracy and organisational skills ■ Attention to detail, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation skills.

Enquiries may be directed to Calvin Naidoo at (031) 327 6728, e-mail application to [Calvin.naidoo@nhls.ac.za](mailto:Calvin.naidoo@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

**BUSINESS UNIT:** HARRY GWALA-UGU  
**DISCIPLINE:** CLINICAL PATHOLOGY  
**LOCATION:** SCOTTBURGH LABORATORY  
**POSITION:** MANAGER LABORATORY  
**PAY GRADE:** C3  
**REFERENCE NUMBER:** KZNSCOTT0317/001-06 (81520.001.1113)

#### Key Job Responsibility

■ Manages the correct application of quality assurance processes and standard operating procedures to ensure corrective actions are taken as required ■ Reviews and recommends change to standard operating procedures, in order to ensure the laboratory is constantly able to provide a high quality, cost effective and safe service ■ Oversee and monitor equipment calibration and maintenance to ensure accurate and reliable results, oversees and monitors the validation of new equipment for implementation in the laboratory. ■ Oversees asset management and procurement of goods to ensure the most effective utilisation of resources, optimise stock levels, reduce costs and ensure availability of required stock at all times ■ Generate management reports as required to monitor work and performance status of the laboratory and take corrective action when required ■ Liaises with customers in order to resolve service related issues, maintain a positive image of the organisation and promote the services of the laboratory ■ Accountable for the implementation and maintenance of the quality system that governs the laboratory and service components of the Department to ensure compliance with the principles of Good Laboratory Practice and the fulfillment of SANAS accreditation requirements ■ Participates in the involvement and promotion of Continuing Professional Development (CPD) activities within the department/laboratory, to contribute to staff development and in compliance with HPCSA requirements ■ Contributes to the development of an annual operational budget, and monitors and controls expenses against budget in order to control costs and maximise the profitability of the laboratory ■ Oversee the implementation and correct application of all NHLS policies and procedures to ensure compliance ■ Plans and manages the activities of staff to ensure they achieve their performance objectives and ensure the most optimal utilisation of available resources ■ Ensures Training and development of staff to ensure they have skills required by the organisation and are able to achieve their performance objectives ■ Oversees the training of students to ensure comprehensive prepare ■ Performs the role of Medical Technologist as required per operational needs.

#### Minimum requirements & key competency

■ A National Diploma in Biomedical Technology in Clinical Pathology ■ Registration with the HPCSA as a Medical Technologist in Clinical Pathology ■ Five (5) to Seven (7) years' post registration with the HPCSA ■ Knowledge of usage of Laboratory Equipment ■ Knowledge of Health and Safety issues in a Laboratory Environment ■ Knowledge of laboratory Procedures and process ■ Knowledge of TQMS ■ Knowledge of stock control ■ Assertiveness ■ Interpersonal skills ■ Staff management ■ Basic understanding of finance and general



management and computer skills ■ Ability to work under pressure ■ Communication skills ■ Planning, Organising and Process Management ■ Analytical skills.

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## LIMPOPO AND MPUMALANGA REGION

BUSINESS UNIT:	MPUMALANGA – GERT SIBANDA AND NKANGALA DISTRICT
DISCIPLINE:	CLINICAL PATHOLOGY
LOCATION:	MMAMETHLAKE LABORATORY
POSITION:	MANAGER LABORATORY (RE-ADVERTISEMENT)
PAY GRADE:	C3
REFERENCE NUMBER:	LIMp05-GSN0916/001-02 (71930.001.1113)

### Key Job Responsibility

- Manages the correct application of quality assurance processes and standard operating procedures to ensure that corrective actions are taken as required
- Reviews and recommends change to Standard Operating Procedures (SOPs), in order to ensure the laboratory is constantly able to provide a high quality, cost effective and safe service
- Overseeing and monitoring equipment calibration and maintenance to ensure accurate and reliable results, oversees and monitors the validation of new equipment for implementation in the laboratory.
- Oversee asset management and procurement of goods to ensure the most effective utilisation of resources, optimise stock levels, reduce costs and ensure availability of required stock at all times
- Generate management reports as required to monitor work and performance status of the laboratory and take corrective action when required
- Liaises with customers in order to resolve service related issues, maintains a positive image of the organisation and promote the services of the laboratory
- Accountable for the implementation and maintenance of a quality system that governs the laboratory and service components of the department to ensure compliance with the principles of Good Laboratory Practice and the fulfilment of SANAS accreditation requirements
- Participates in the involvement and promotion of Continuing Professional Development (CPD) activities within the department/laboratory to contribute to staff development and in compliance with HPCSA requirements
- Contributes to the development of an annual operational budget, and monitors and controls expenses against budgets in order to control costs and maximise the profitability of the laboratory
- Oversees the implementation and correct application of all NHLS policies and procedures to ensure compliance
- Plans and manages the activities of staff to ensure they achieve their performance objectives and ensure the most optimal utilisation of available resources
- Ensure Training and development of staff to ensure they have the skills required by the organisation and are able to achieve their performance objectives.
- Oversee the training of students to ensure comprehensive prepare.
- Performs the role of a medical technologist as required as per operational needs.

Minimum requirements & key competency

- A 3 year relevant Degree /Diploma ■ Registration with the HPCSA in the appropriate category ■ Five(5) –Seven (7) years' post qualification and experience in a diagnostic laboratory ■ Knowledge of usage of Laboratory Equipment ■ Knowledge of Health and Safety issues in a Laboratory Environment ■ Knowledge of Laboratory Procedures and processes ■ Knowledge of TQMS ■ Knowledge of stock control ■ Assertiveness ■ Interpersonal skills ■ Staff management ■ Basic understanding of finance and general management and computer skill ■ Ability to work under pressure ■ Communication skills ■ Planning, Organising and Process Management ■ Analytical skill.

**BUSINESS UNIT:** MPUMALANGA – GERT SIBANDA AND NKANGALA DISTRICT  
**DISCIPLINE:** CLINICAL PATHOLOGY  
**LOCATION:** ERMELO LABORATORY  
**POSITION:** MEDICAL TECHNOLOGIST (RE-ADVERTISEMENT)  
**PAY GRADE:** PAY GRADE DEPENDS ON EXPERIENCE  
**REFERENCE NUMBER:** LIMp05-GSN0716/001-01 (71500.001.8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with Health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

BUSINESS UNIT: MPUMALANGA – GERT SIBANDA AND NKANGALA DISTRICT  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: ERMELO LABORATORY  
POSITION: PHELBOTOMIST (FIXED – TERM CONTRACT 2 YEARS)  
PAY GRADE: B5  
REFERENCE NUMBER: LIMp05-GSN0317/001-01 (71500.005.7015)

#### Key Job Responsibility

■ Draws blood at various locations as required using safe and correct procedures ■ Ensures that patients are comfortable and feel safe before and during blood taking ■ Keeps records of specimens collected and ensures that all patient details and clinical information is accurately recorded ■ Provides general nursing services as required e.g. emergency first aid, assisting with immunisation and the administration of glucose tolerance tests ■ Checks stock levels of all collection materials and orders additional stock to ensure the availability of the required materials ■ Implementation sound housing procedures to ensure a safe working environment in accordance with legislation and safety protocols.

#### Minimum requirements & key competency

■ Registration as a Professional Nurse or enrolled as staff nurse with the South African Nursing Council (SANC) ■ Registration as a Medical Technician in Phlebotomy with the HPCSA ■ 1-2 years' in-service training leading to registration as a Professional Nurse or Medical Technician in Phlebotomy ■ Knowledge of required phlebotomy and related Nursing Procedures ■ Time Management ■ Safety Conscious ■ Interpersonal and communication skills ■ Basic numerical skills ■ Basic counseling skills ■ Team orientated.

**This position forms part of the Department of Home Affairs' Project Agreement**

BUSINESS UNIT: MPUMALANGA – GERT SIBANDA AND NKANGALA DISTRICT  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: WITBANK LABORATORY  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: LIMp05-GSN0416/001-03 (71000.008.8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decisions on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with Health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■

Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

Enquiries may be directed to Jeaneth Masibigiri@ (015) 296 3910, e-mail application to [LIMPRegion@nhls.ac.za](mailto:LIMPRegion@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

BUSINESS UNIT: MPUMALANGA – GERT SIBANDA AND NKANGALA DISTRICT  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: MIDDELBURG LABORATORY  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: LIMp05-GSN0317/001-03 (71200.002.8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decisions on existing laboratory tests and techniques ■ Encourages colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with Health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■

Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

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**BUSINESS UNIT:** LIMPOPO VHEMBE – MOPANI DISTRICT  
**DISCIPLINE:** CLINICAL PATHOLOGY  
**LOCATION:** TZANEEN LABORATORY  
**POSITION:** MANAGER LABORATORY  
**PAY GRADE:** C3  
**REFERENCE NUMBER:** LIMp01-LVM0317/001-04 (61040-001-1113)

#### Key Job Responsibility

■ Develop, maintain and review Management Standard Operating Procedures (SOPs) database to ensure that contents are aligned with current practice and that documentation is appropriate and reflects current practice within the Business Unit ■ Undertake regular intra and inter - departmental technical audits to assess effectiveness and ensure continued improvement of the quality system in line with ISO 15189 and other regulatory body requirements ■ Liaise with the regional Quality Assurance Manager to facilitate external laboratory audits to ensure objective review of the quality system and corrective action of non-conformances raised ■ Track and monitor the clearance of non-conformances within the Business Unit ■ Monitor and assist other laboratories within the Business Unit in preparing for accreditation ■ Assist the regional Quality Assurance Manager on quality system implementation to ensure uniformity throughout the NHLS ■ Facilitate Quality Assurance meetings and co-ordinate annual management review meetings to ensure continued self-assessment ■ Train staff in Good Laboratory Practice and Business Unit Quality Systems ■ Provide input to Management on policy and planning in respect of quality systems in order to facilitate continuous improvement and uniformity within the Business Unit ■ Provides input to safety officer to ensure a safe working environment and compliance with all safety legislation.

#### Minimum requirements & key competency

■ A 3 year relevant Medical Technology Diploma/Degree ■ Registration with HPCSA in an appropriate category ■ 5 - 10 years' experience post qualification within an appropriate laboratory setting ■ Knowledge of principles of good laboratory practice ■ Knowledge of quality management systems ■ Internal Auditing ■ Assertiveness. ■ Communication skills (written, verbal, presentation) ■ Computer literacy (Word, Excel and Q pulse) ■ Effective auditing skills ■ Passion for quality and attention to detail ■ Ability to work independently and collaboratively.

BUSINESS UNIT: LIMPOPO VHEMBE – MOPANI DISTRICT  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: MALAMULELE LABORATORY  
POSITION: MANAGER LABORATORY  
PAY GRADE: C3  
REFERENCE NUMBER: LIMp01-LVM0317/001-05 (61220-001-1113)

#### Key Job Responsibility

■ Manages the correct application of quality assurance processes and standard operating procedures to ensure corrective actions are taken as required ■ Reviews and recommends change to standard operating procedures in order to ensure the laboratory is constantly able to provide a high quality, cost effective and safe service ■ Overseeing and monitoring equipment calibration and maintenance to ensure accurate and reliable results, oversees and monitors the validation of new equipment for implementation in the laboratory. ■ Oversee asset management and procurement of goods to ensure the most effective utilisation of resources, optimise stock levels, reduce costs and ensure availability of required stock at all times ■ Generate management reports as required to monitor work and performance status of the laboratory and take corrective action when required ■ Liaises with customers in order to resolve service related issues, maintains a positive image of the organisation and promote the services of the laboratory ■ Accountable for the implementation and maintenance of the quality system that governs the laboratory and service components of the department, to ensure compliance with the principles of Good Laboratory Practice and the fulfilment of SANAS accreditation requirements ■ Participates in the involvement and promotion of Continuing Professional Development (CPD) activities within the department/laboratory to contribute to staff development and in compliance with the HPCSA requirements ■ Contributes to the development of an annual operational budget, and monitors and controls expenses against the budget in order to control costs and maximise the profitability of the laboratory ■ Oversees the implementation and correct application of all NHLS policies and procedures to ensure compliance ■ Plans and manages the activities of staff to ensure they achieve their performance objectives and ensure the most optimal utilisation of available resources ■ Ensures training and development of staff to ensure they have the skills required by the organisation and are able to archive their performance objectives. ■ Oversee the training of students to ensure comprehensive prepare. ■ Performs the role of a medical technologist as required per operational needs.

#### Minimum requirements & key competency

- A 3 year relevant Degree /Diploma
- Registration with the HPCSA in the appropriate category
- Five(5) –Seven (7) years' post qualification and experience in a diagnostic laboratory
- Knowledge of usage of Laboratory Equipment
- Knowledge of Health and Safety issues in a Laboratory Environment
- Knowledge of Laboratory Procedures and processes
- Knowledge of TQMS
- Knowledge of stock control
- Assertiveness
- Interpersonal skills
- Staff management
- Basic understanding of finance and general management and computer skills
- Ability to work under pressure
- Communication skills
- Planning, Organising and Process Management
- Analytical skills.

**BUSINESS UNIT:** LIMPOPO – CAPRICORN DISTRICT  
**DISCIPLINE:** MANAGEMENT AND ADMINISTRATION  
**POSITION:** BUSINESS MANAGER (RE-ADVERTISEMENT)  
**PAY GRADE:** D5  
**REFERENCE NUMBER:** LIMp04-LCW0616/001-01

#### Key Job Responsibility

- Contribute as a member of the regional/academic management team to the operational planning for the Region and implement an operational plan of the Business Unit/Academic complex to ensure achievement of set performance .
- Ensure effective and efficient utilisation of resources to achieve all required performance objectives/targets.
- Develop and manage staff to ensure they have the skills required by the organisation and are able to achieve their performance objectives.
- Conduct client liaison with external bodies e.g. Hospital Administration, health district management and/or local tertiary education institutions to foster harmonious relations.
- Responsible for the development and management of both operational and Academic budgets to ensure the most effective utilisation of financial resources, maintenance of costs within budget and the achievement of profitability objectives.
- Oversee the implementation and correct application of all NHLS policies and procedures to ensure compliance.
- Responsible for the development and management of both operational and Academic budgets to ensure the most effective utilisation of financial resources, maintenance of cost within budget and achievement of profitability objectives
- Oversee the implementation and correct application of all NHLS policies and procedures to ensure compliance
- Responsible for Human Resources management to ensure optimal staff utilisation and maintenance of sound labour relation within the tertiary complex/business unit
- Oversee and monitor the procurement process to ensure optimal stock levels, cost containment and appropriate selection of equipment and services in compliance with legislation, policy and approved budgetary framework
- Ensure the implementation of laboratory quality system in accordance with SANAS accreditation requirements, to ensure delivery of quality results
- Ensure the implementation of agreement relating to equipment, logistics; security, cleaning, utilities ,building maintenance etc. of the business unit to ensure the delivery of cost effective services in line with the needs of the business
- Provide and enabling environment to support Research and Development within an academic setting
- Ensure the implementation of health , safety and environmental requirements to ensure the implementation of all necessary processes and procedures, compliance with legislation and the achievement of a healthy, safe and environmentally friendly environment in line with objectives.

Minimum requirements & key competency



■ **A National Diploma in Medical Technology or other Relevant Degree in Health Sciences** ■ HPCSA registration in relevant discipline ■ HPCSA registration in relevant discipline ■ Business Management related qualifications ■ 8 years' relevant laboratory experience ■ 5 years' management experience ■ Knowledge of the Occupational Health and Safety Act (OHSA) ■ Knowledge of general accounting and finance practices ■ Knowledge of laboratory information and ERP systems ■ Knowledge of company and products produced ■ Knowledge of NHLS finance and budget processes and procedures ■ Specialist pathology knowledge ■ Planning and Organising skills ■ Analytical skills ■ Financial and General Management ■ Computer skills ■ Leadership and management skills ■ Negotiation and conflict resolution skills ■ Interpersonal skills ■ Effective communication skills ■ Presentation skills ■ Chairing meetings.

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**BUSINESS UNIT:** LIMPOPO VHEMBE – MOPANI DISTRICT  
**DISCIPLINE:** CLINICAL PATHOLOGY  
**LOCATION:** MANKWENG LABORATORY  
**POSITION:** MANAGER LABORATORY (RE-ADVERTISEMENT)  
**PAY GRADE:** D1  
**REFERENCE NUMBER:** LIMp04-LCW0815/002-01 (61220-001-1312)

#### Key Job Responsibility

■ Manages the correct application of quality assurance processes and standard operating procedures to ensure corrective actions are taken as required ■ Reviews and recommends change to Standard Operating Procedures (SOPs) in order to ensure the laboratory is constantly able to provide a high quality, cost effective and safe service ■ Overseeing and monitoring equipment calibration and maintenance to ensure accurate and reliable results, oversees and monitors the validation of new equipment for implementation in the laboratory. ■ Oversee asset management and procurement of goods, to ensure the most effective utilisation of resources, optimise stock levels, reduce costs and ensure availability of required stock at all times ■ Generate management reports as required to monitor work and performance status of the laboratory and take corrective action when required ■ Liaises with customers in order to resolve service related issues, maintain a positive image of the organisation and promote the services of the laboratory ■ Accountable for the implementation and maintenance of the quality system that governs the laboratory and service components of the department to ensure compliance with the principles of Good Laboratory Practice and the fulfilment of SANAS accreditation requirements ■ Participates in the involvement and promotion of Continuing Professional Development (CPD) activities within the department/laboratory to contribute to staff development and in compliance with the HPCSA requirements ■ Contributes to the development of an annual operational budget, and monitors and controls expenses against budget in order to control costs and maximise the profitability of the laboratory ■ Oversee the implementation and correct application of all NHLS policies and procedures to ensure compliance ■ Plans and manages the activities of staff to ensure they achieve their performance objectives and ensure the most optimal utilisation of available resources ■ Ensure training and development of staff to ensure they have the skills required by the organisation and are able to archive their performance objectives. ■ Oversee the training of students to ensure comprehensive prepare. ■ Performs the role of a medical technologist as required as per operational needs.

#### Minimum requirements & key competency

- A 3 year relevant Degree /Diploma
- Registration with the HPCSA in the appropriate category
- Five(5) –Seven (7) years' post qualification and experience in a diagnostic laboratory
- Knowledge of usage of Laboratory Equipment
- Knowledge of Health and Safety issues in a Laboratory Environment
- Knowledge of Laboratory Procedures and processes
- Knowledge of TQMS
- Knowledge of stock control
- Assertiveness
- Interpersonal skills
- Staff management
- Basic understanding of finance and general management and computer skill
- Ability to work under pressure
- Communication skills
- Planning, Organising and Process Management
- Analytical skill.

BUSINESS UNIT:	LIMPOPO – SEKHUKHUNE AND WATERBERG DISTRICT
DISCIPLINE:	CLINICAL PATHOLOGY
LOCATION:	GEORGE MASEBE LABORATORY
POSITION:	MEDICAL TECHNOLOGIST
PAY GRADE:	PAY GRADE DEPENDS ON EXPERIENCE
REFERENCE NUMBER:	LIMp02-SW0317/001-06

#### Key Job Responsibility

- Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable
- Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements.
- Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes
- To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA)
- Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times
- Verify and report results (interpret where applicable) and ensure that results are delivered timeously
- Undertakes to troubleshoot where necessary
- Keep abreast with research in order to make informed decision on existing laboratory tests and techniques
- Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard
- Interprets laboratory findings and completes technical reports . Maintains records and documentation of test results and patient information
- Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to the relevant standards
- Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants
- Liaises with Health Clinicians, Registrars and Pathologists
- Consult on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

- A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science
- Registration with the HPCSA as a Medical Technologist in **Clinical Pathology**
- 1 (One) – 3 (Three) years' experience as a Biomedical Technologist
- Perform sampling and analysis of blood, tissue and body fluids
- Preparation of samples for examination
- Knowledge for the usage of specialised instrumentation
- Knowledge of infection control and sterilisation protocols
- Accurate interpretation of results
- Establish and monitor programmes that ensure

data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

BUSINESS UNIT: LIMPOPO VHEMBE – MOPANI DISTRICT  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: MANKWENG LABORATORY  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: LIMp04-LCW0317/001-08 (62200-006-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with Health Clinicians, Registrars and Pathologists ■ Consults on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■

Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

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BUSINESS UNIT: (REGIONAL – LIMPOPO – 2)  
DISCIPLINE: QUALITY ASSURANCE  
LOCATION: MANAGEMENT AND ADMIN (BASED AT POLOKWANE OFFICE)  
POSITION: COORDINATOR QA  
PAY GRADE: C4  
REFERENCE NUMBER: LIMp04-LCW0317/001-09 (66390-002-1227)

#### Key Job Responsibility

■ Develop, maintain and review Management Standard Operating Procedures (SOPs) database to ensure that contents are aligned with current practice and that documentation is appropriate and reflects current practice within the Business Unit ■ Undertake regular intra and inter - departmental technical audits to assess effectiveness and ensure continued improvement of the quality system in line with ISO 15189 and other regulatory body requirements ■ Liaise with the regional Quality Assurance Manager to facilitate external laboratory audits to ensure objective review of the quality system and corrective action of non-conformances raised ■ Track and monitor the clearance of non-conformances within the Business Unit ■ Monitor and assist other laboratories within the Business Unit in preparing for accreditation ■ Assist the regional Quality Assurance Manager on quality system implementation to ensure uniformity throughout the NHLS ■ Facilitate Quality Assurance meetings and co-ordinate annual management review meetings to ensure continued self-assessment ■ Train staff in Good Laboratory Practice and Business Unit Quality Systems ■ Provide input to Management on policy and planning in respect of quality systems in order to facilitate continuous improvement and uniformity within the Business Unit ■ Provides input to safety officer to ensure a safe working environment and compliance with all safety legislation.

#### Minimum requirements & key competency

■ A 3 year relevant Medical Technology Diploma/Degree ■ Registration with HPCSA in an appropriate category ■ 5 - 10 years' experience post qualification within an appropriate laboratory setting ■ Knowledge of principles of good laboratory practice ■ Knowledge of quality management systems ■ Internal Auditing ■ Assertiveness. ■ Communication skills (written, verbal, presentation) ■ Computer literacy (Word, Excel and Q pulse) ■ Effective auditing skills ■ Passion for quality and attention to detail ■ Ability to work independently and collaboratively.

BUSINESS UNIT: (REGIONAL – LIMPOPO – 1)  
DISCIPLINE: QUALITY ASSURANCE  
LOCATION: MANAGEMENT AND ADMIN (BASED AT POLOKWANE OFFICE)  
POSITION: COORDINATOR QA  
PAY GRADE: C4  
REFERENCE NUMBER: LIMp01-LVM0317/001-03 (61340-003-1227)

#### Key Job Responsibility

- Develop, maintain and review Management Standard Operating Procedures (SOPs) database to ensure that contents are aligned with current practice and that documentation is appropriate and reflects current practice within the Business Unit
- Undertake regular intra and inter - departmental technical audits to assess effectiveness and ensure continued improvement of the quality system in line with ISO 15189 and other regulatory body requirements
- Liaise with the regional Quality Assurance Manager to facilitate external laboratory audits to ensure objective review of the quality system and corrective action of non-conformances raised
- Track and monitor the clearance of non-conformances within the Business Unit
- Monitor and assist other laboratories within the Business Unit in preparing for accreditation
- Assist the regional Quality Assurance Manager on quality system implementation to ensure uniformity throughout the NHLS
- Facilitate Quality Assurance meetings and co-ordinate annual management review meetings to ensure continued self-assessment
- Train staff in Good Laboratory Practice and Business Unit Quality Systems
- Provide input to Management on policy and planning in respect of quality systems in order to facilitate continuous improvement and uniformity within the Business Unit
- Provides input to safety officer to ensure a safe working environment and compliance with all safety legislation.

#### Minimum requirements & key competency

- A 3 year relevant Medical Technology Diploma/Degree
- Registration with HPCSA in an appropriate category
- 5 - 10 years' experience post qualification within an appropriate laboratory setting
- Knowledge of principles of good laboratory practice
- Knowledge of quality management systems
- Internal Auditing
- Assertiveness.
- Communication skills (written, verbal, presentation)
- Computer literacy (Word, Excel and Q pulse)
- Effective auditing skills
- Passion for quality and attention to detail
- Ability to work independently and collaboratively.

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## WESTERN & NORTHERN CAPE REGION

BUSINESS UNIT: TYGERBERG ACADEMIC  
DISCIPLINE: HAEMATOLOGY  
LOCATION: TYGERBERG HOSPITAL  
POSITION: MEDICAL TECHNOLOGIST (RE-ADVERTISEMENT)  
PAY GRADE: ENTRY LEVEL  
REFERENCE NUMBER: COATYG0916/005/01 (11004.008.8014)

### Key Job Responsibility

- Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable
- Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements.
- Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes
- To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA)
- Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times
- Verify and report results (interpret where applicable) and ensure that results are delivered timeously
- Undertakes to troubleshoot where necessary
- Keep abreast with research in order to make informed decision on existing laboratory tests and techniques
- Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard
- Interprets laboratory findings and completes technical reports . Maintains records and documentation of test results and patient information
- Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to the relevant standards
- Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants
- Liaise with Health Clinicians, Registrars and Pathologists
- Consult on the interpretation of results by phoning out critical abnormal results.

### Minimum requirements & key competency

- A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood, tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy.
- Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

**BUSINESS UNIT:** TYGERBERG ACADEMIC  
**DISCIPLINE:** MICROBIOLOGY  
**LOCATION:** TYGERBERG HOSPITAL  
**POSITION:** MEDICAL SCIENTIST  
**PAY GRADE:** PAY GRADE DEPENDS ON EXPERIENCE  
**REFERENCE NUMBER:** COATYG0317/001-01 (11106.001.9014)

#### Key Job Responsibility

- Be concerned with the teaching and training of employees in laboratory skills and health sciences so that they have better skills, knowledge and understanding to provide improved and effective health care ■ Be concerned with basic and applied research in line with the strategic objectives of the NHLS, in order to improve knowledge, provide conceptual thinking and understanding of health related issues ■ Be concerned with Research and Development to assess the appropriateness of tests, in order to improve existing laboratory tests; and to develop new tests and techniques, in order to optimise and improve the provision of diagnostic and identification of services ■ Be concerned with identifying and solving applied information technology development and data mining, technical problems related to routine laboratory testing and Research and Development, in order that an efficient, effective service is provided; and accurate and reliable research is carried out, operational problems (e.g. relating to epidemiology and surveillance), in order that root causes are understood in order to implement appropriate solutions ■ Be concerned with the total Quality Management of the laboratory, which involves the implementation and monitoring of systems to ensure accurate and reliable results ■ Be concerned with the application of specialised knowledge to diagnose disorders, diseases and pathogens or vectors of pathogens, and where necessary provide consultation, so that appropriate treatment or control methods can be provided/implemented.

#### Minimum requirements & key competency

- MSc / PhD in the relevant discipline ■ Registration with the HPCSA as a Medical Scientist in **Microbiology** ■ Experience as an intern scientist ■ Automation ■ Quality assurance ■ Molecular and cell culture methods ■ Scientific writing and presentation ■ Laboratory management ■ Understanding testing processes and procedures ■ Attention to detail ■ Informal or small group teaching ■ Preparation and

delivery of formal lectures. ■ Analytical skill ■ Time management skills ■ Report writing skills ■ Computer literacy ■ Planning and organising  
■ Interpersonal skills.

Enquiries may be directed to Helen Matetoane @ (021) 938 4169, e-mail application to [helen.matetoane@nhls.ac.za](mailto:helen.matetoane@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

BUSINESS UNIT: GREEN POINT COMPLEX  
DISCIPLINE: CHEMICAL PATHOLOGY  
LOCATION: GREEN POINT  
POSITION: MEDICAL TECHNOLOGIST (X2 POSTS) (RE-ADVERTISEMENT)  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: COAWC0916/005-01 (14001-001-8014) (14001-017-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaise with health Clinicians, Registrars and Pathologists ■ Consult on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood,



tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation Skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

Enquiries may be directed to Chris Mxhosana @ (021) 417 9314, e-mail application to [chris.mxhosana@nhls.ac.za](mailto:chris.mxhosana@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

BUSINESS UNIT: GEORGE LABORATORY  
DISCIPLINE: CLINICAL PATHOLOGY  
LOCATION: GEORGE  
POSITION: MEDICAL TECHNOLOGIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: COAWC0816/001-01 (15800-006-8014)

#### Key Job Responsibility

■ Manage the sample collection and sample suitability for analysis to ensure that equipment is maintained according defined Standard Operating Procedure (SOP) and prepare reagents and media where applicable ■ Manage data required for the efficient functioning of the laboratory in order to meet statutory and clinical requirements. ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safety standards in accordance with the Occupational Health and Safety Act (OHSA) ■ Conduct, process and interpret tests in terms of prescribed procedures, monitoring quality at all times ■ Verify and report results (interpret where applicable) and ensure that results are delivered timeously ■ Undertakes to troubleshoot where necessary ■ Keep abreast with research in order to make informed decision on existing laboratory tests and techniques ■ Encourage colleagues on training and development of peers, medical professionals and community health care to ensure the delivery of high laboratory service standard ■ Interprets laboratory findings and completes technical reports . Maintains records and documentation of test results and patient information ■ Operates various analytical equipment for medical microbiological tests. Monitors, calibrates and maintains devices according to the relevant standards ■ Adheres to quality assurance policies and procedures to ensure the accuracy of laboratory results. Coaches and provides technical support to Laboratory Technicians, Student Medical Technologists, Registrars, Pathologists and Laboratory Assistants ■ Liaises with Health Clinicians, Registrars and Pathologists ■ Consult on the interpretation of results by phoning out critical abnormal results.

#### Minimum requirements & key competency

■ A National Diploma in Medical Technology or Biomedical Technology or Bachelor in Health Science ■ Registration with the HPCSA as a Medical Technologist in **Clinical Pathology** ■ 1-3 years' experience as a Biomedical Technologist ■ Perform sampling and analysis of blood,

tissue and body fluids ■ Preparation of samples for examination ■ Knowledge for the usage of specialised instrumentation ■ Knowledge of infection control and sterilisation protocols ■ Accurate interpretation of results ■ Establish and monitor programmes that ensure data accuracy. ■ Accuracy and organisational skills ■ Attention to details, striving for an error free standard ■ Ability to identify problems and troubleshoot ■ Ability to work independently and collaboratively ■ Communication Skills (Verbal, written & presentation) ■ Computer Literacy ■ Time management and evaluation skills ■ Willing to work unsociable hours, weekends, public holidays and call outs.

Enquiries may be directed to Chris Mxhosana @ (021) 417 9314, e-mail application to [chris.mxhosana@nhls.ac.za](mailto:chris.mxhosana@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

BUSINESS UNIT:	NORTHERN CAPE
DISCIPLINE:	HAEMATOLOGY
LOCATION:	KIMBERLEY
POSITION:	SUPERVISOR
PAY GRADE:	C4
REFERENCE NUMBER:	WCNC0317/001-02 (35202-001-1231)

#### Key Job Responsibility

- Provides expert technical assistance in specialised area of work to other laboratories for the purpose of troubleshooting and the setup of new methods
- Oversee all aspects of quality assurance within the unit including daily Quality Control, External Quality Assurance, calibration and equipment maintenance to ensure the delivery of quality results and the implementation of timeous corrective action as and when required
- Generate regular Disa Work-file enquiries to monitor outstanding work within the unit and to take corrective action as required.
- Responsible for the training and development of medical technologists and medical technicians in the technical aspects of the laboratory tests performed within the unit, to ensure that they are adequately skilled in line with the laboratory's needs.
- Responsible for the training of medical technology students, to ensure that they are technically competent in the work performed by the unit, in order to pass the relevant qualifying examinations.
- Responsible for the upkeep of the quality system of the unit, including the regular review of Standard Operational Procedures (SOPs), in order to ensure compliance with SANAS accreditation requirements.
- Responsible for the optimisation of each batch of reagents (antibodies) for immunohistochemistry, guided by manufacturer's instruction and personal experience, to ensure the cost effective use of reagents and quality results.
- Responsible for the optimisation of stock levels and assessment of CAPEX needs within the unit to ensure the cost effective use of NHLS resources and the availability of reagents and suitable equipment at all times.
- Implements safe working conditions and procedures to ensure a safe working environment and compliance with all safety legislation.
- Participate in the delivery of Continuing Professional Development (CPD) activities within the department, to contribute to staff development and in compliance with HPCSA requirements.
- Liaises with customers in order to resolve service related issues and to promote a positive image of the laboratory.
- Performs the duties of a medical technologist as required to ensure that all the work is processed in a timely and efficient

manner. ■ Manages and develops staff to ensure that they are able to meet their performance objectives. ■ Assist Laboratory Manager in drawing up job descriptions for sub-ordinates, to ensure that staff is aware of their performance expectations.

*Minimum requirements & key competency*

■ A National Diploma in Biomedical Technology ■ Registration with the HPCSA as a Medical Technologist in **Haematology / Clinical Pathology** ■ 7 years' experience post qualification within a discipline specific laboratory, of which 2 years should be within specialised field ■ Knowledge of relevant laboratory processes, equipment and procedures ■ Methodical ■ Attention to detail ■ Interpersonal, computer, analytical, leadership and communication skills ■ Independence of principle of good laboratory practice. ■ Ability to optimise processes to achieve maximum efficiencies (stock control, implementing new methods, optimising products). ■ Training students and new staff. ■ Consistency in achieving stringent turnaround times.

<b>BUSINESS UNIT:</b>	<b>NORTHERN CAPE</b>
<b>DISCIPLINE:</b>	<b>CHEMICAL PATHOLOGY</b>
<b>LOCATION:</b>	<b>KIMBERLEY</b>
<b>POSITION:</b>	<b>SUPERVISOR</b>
<b>PAY GRADE:</b>	<b>C4</b>
<b>REFERENCE NUMBER:</b>	<b>WCNC0317/001-03 (35201.001.1231)</b>

*Key Job Responsibility*

■ Provides expert technical assistance in specialised area of work to other laboratories for the purpose of troubleshooting and the setup of new methods ■ Oversee all aspects of quality assurance within the unit including daily Quality Control, External Quality Assurance, calibration and equipment maintenance to ensure the delivery of quality results and the implementation of timeous corrective action as and when required ■ Generate regular Disa Work-file enquiries to monitor outstanding work within the unit and to take corrective action as required. ■ Responsible for the training and development of medical technologists and medical technicians in the technical aspects of the laboratory tests performed within the unit to ensure that they are adequately skilled in line with the laboratory's needs. ■ Responsible for the training of medical technology students, to ensure that they are technically competent in the work performed by the unit, in order to pass the relevant qualifying examinations. ■ Responsible for the upkeep of the quality system of the unit, including the regular review of Standard Operational Procedures (SOPs), in order to ensure compliance with SANAS accreditation requirements. ■ Responsible for the optimisation of each batch of reagents (antibodies) for immunohistochemistry, guided by manufacturer's instruction and personal experience, to ensure the cost effective use of reagents and quality results. ■ Responsible for the optimisation of stock levels and assessment of CAPEX needs within the unit to ensure the cost effective use of NHLS resources and the availability of reagents and suitable equipment at all times. ■ Implements safe working conditions and procedures to ensure a safe working environment and compliance with all safety legislation. ■ Participate in the delivery of Continuing Professional Development (CPD) activities within the department to contribute to staff development and in compliance with HPCSA requirements. ■ Liaises with customers in order to resolve service related issues and to promote a positive image of the laboratory. ■ Performs the duties of a medical technologist as required to ensure that all the work is processed in a timely and efficient manner. ■ Manages

and develops staff to ensure that they are able to meet their performance objectives. ■ Assist lab manager in drawing up job descriptions for sub-ordinates to ensure that staff is aware of their performance expectations.

*Minimum requirements & key competency*

■ A National Diploma in Biomedical Technology ■ Registration with the HPCSA as a Medical Technologist in **Haematology / Clinical Pathology** ■ 7 years' experience post qualification within a discipline specific laboratory, of which 2 years should be within specialised field ■ Knowledge of relevant laboratory processes, equipment and procedures ■ Methodical ■ Attention to detail ■ Interpersonal, computer, analytical, leadership and communication skills ■ Independence of principle of good laboratory practice. ■ Ability to optimise processes to achieve maximum efficiencies (stock control, implementing new methods, optimising products). ■ Training students and new staff. ■ Consistency in achieving stringent turnaround times.

BUSINESS UNIT:	NORTHERN CAPE
DISCIPLINE:	CLINICAL PATHOLOGY
LOCATION:	TSHWARAGANO
POSITION:	MEDICAL TECHNICIAN (RE-ADVERTISEMENT)
PAY GRADE:	PAY GRADE DEPENDS ON EXPERIENCE
REFERENCE NUMBER:	WCNC1016/001-03 (35540.001.7014)

*Key Job Responsibility*

■ Receives, prepare, sort and analyse specimens for testing. ■ Phone abnormal and urgent results to doctors and nurses deal with routine enquiries. ■ Maintenance and calibration of instruments, machines and equipment. ■ Carry out all routine testing procedures. ■ Ensure that wards, referring hospitals and clinics receive their results according to set turnaround times. ■ Adhere to safety procedures and perform all required QC procedures. ■ Training of students. ■ Participate in the delivery of Continuing Professional Development (CPD) activities within the department / laboratory to contribute to staff development and in compliance with HPCSA requirements. ■ Comply with policies and procedures of the NHLS as well as the Occupational Health and Safety Act.

*Minimum requirements & key competency*

■ Qualified as a Medical Technician. ■ Registration with HPCSA as a Medical Technician. ■ Post-qualification experience in a diagnostic laboratory as a Medical Technician. ■ Experience in a laboratory environment ■ Knowledge of laboratory system (DISA) ■ Attention to detail. ■ Technically orientated. ■ Communication, analytical and interpersonal skills.

Enquiries may be directed to Paballo Sephiri (053) 831 3969 / 4188, e-mail application to [paballo.sephiri@nhls.ac.za](mailto:paballo.sephiri@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>

BUSINESS UNIT: GROOTE SCHUUR ACADEMIC  
DISCIPLINE: HUMAN GENETIC  
LOCATION: GROOTE SCHUUR HOSPITAL  
POSITION: MEDICAL SCIENTIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: COAGSH0317/001-02 (12088.001.1413)

#### Key Job Responsibility

■ Be concerned with the teaching and training of employees in laboratory skills and health sciences so that they have better skills, knowledge and understanding to provide improved and effective health care ■ Be concerned with basic and applied research in line with the strategic objectives of the NHLS, in order to improve knowledge, provide conceptual thinking and understanding of health related issues ■ Be concerned with Research and Development to assess the appropriateness of tests; to improve existing laboratory tests; and to develop new tests and techniques, in order to optimise and improve the provision of diagnostic and identification of services ■ Be concerned with identifying and solving applied information technology development and data mining; technical problems related to routine laboratory testing and Research and Development so that an efficient, effective service is provided; and accurate and reliable research is carried out.; operational problems (e.g. relating to epidemiology and surveillance), so that root causes are understood in order to implement appropriate solutions ■ Be concerned with the total Quality Management of the laboratory, which involves the implementation and monitoring of systems to ensure accurate and reliable results ■ Be concerned with the application of specialised knowledge to diagnose disorders, diseases and pathogens or vectors of pathogens, and where necessary provide consultation, so that appropriate treatment or control methods can be provided/implemented.

#### Minimum requirements & key competency

■ MSc in the relevant discipline ■ Registration with the HPCSA as a Medical Scientist in **Human Genetics** ■ Experience as an intern scientist ■ Automation ■ Quality assurance ■ Molecular and cell culture methods ■ Scientific writing and presentation ■ Laboratory management ■ Understanding testing processes and procedures ■ Attention to detail ■ Informal or small group teaching ■ Preparation and

delivery of formal lectures. ■ Analytical skill ■ Time management skills ■ Report writing skills ■ Computer literacy ■ Planning and organising ■ Interpersonal skills.

BUSINESS UNIT: GROOTE SCHUUR ACADEMIC  
DISCIPLINE: TISSUE IMMUNOLOGY  
LOCATION: GROOTE SCHUUR HOSPITAL  
POSITION: MEDICAL SCIENTIST  
PAY GRADE: PAY GRADE DEPENDS ON EXPERIENCE  
REFERENCE NUMBER: COAGSH0317/001-03 (12017.001.1413)

#### Key Job Responsibility

■ Be concerned with the teaching and training of employees in laboratory skills and health sciences so that they have better skills, knowledge and understanding to provide improved and effective health care ■ Be concerned with basic and applied research in line with the strategic objectives of the NHLS, in order to improve knowledge, provide conceptual thinking and understanding of health related issues ■ Be concerned with Research and Development to assess the appropriateness of tests; to improve existing laboratory tests; and to develop new tests and techniques in order to optimise and improve the provision of diagnostic and identification of services ■ Be concerned with identifying and solving applied information technology development and data mining; technical problems related to routine laboratory testing and Research and Development so that an efficient, effective service is provided; and accurate and reliable research is carried out.; operational problems (e.g. relating to epidemiology and surveillance), so that root causes are understood in order to implement appropriate solutions ■ Be concerned with the total Quality Management of the laboratory, which involves the implementation and monitoring of systems to ensure accurate and reliable results ■ Be concerned with the application of specialised knowledge to diagnose disorders, diseases and pathogens or vectors of pathogens, and where necessary provide consultation, so that appropriate treatment or control methods can be provided/implemented.

#### Minimum requirements & key competency

■ MSc / PhD in the relevant discipline ■ Registration with the HPCSA as a Medical Scientist in **Immunology / Microbiology** ■ Experience as an intern scientist ■ Automation ■ Quality assurance ■ Molecular and cell culture methods ■ Scientific writing and presentation ■

Laboratory management ■ Understanding testing processes and procedures ■ Attention to detail ■ Informal or small group teaching ■ Preparation and delivery of formal lectures. ■ Analytical skill ■ Time management skills ■ Report writing skills ■ Computer literacy ■ Planning and Organising ■ Interpersonal skills.

Enquiries may be directed to Neliswa Ngculu @ (021) 404 4100, e-mail application to [neliswa.ngculu@nhls.ac.za](mailto:neliswa.ngculu@nhls.ac.za) or visit the NHLS career page at <http://intranet.nhls.ac.za>