

ACADEMIC AFFAIRS, RESEARCH AND QUALITY ASSURANCE UNIT

POSITION: HEAD OF DEPARTMENT (HOD), GRADE: PHX

**All Heads of Departments (HOD) positions below are for Permanent contract.
These are joint appointments with the Universities.**



**UNIVERSITY OF KWAZULU NATAL/
INKOSI ALBERT LUTHULI COMPLEX**

**(REF: UKZN – 81202.002.1807) – (CHEMPATH)
(REF: UKZN – 81209.001.1807) – (MICROBIOLOGY)**

MAIN PURPOSE OF THE JOB

To create the vision for the department and provide leadership to foster excellence and harmonious delivery of teaching, research and service mandates 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

- Formulates strategy and/or oversees and monitors the implementation of strategy.
- Active leadership within the NHLS/ University/Professional bodies promoting discipline and/or organisational strategic objectives at a regional or national level.
- Improve responsiveness of NHLS to healthcare needs in the community/society, through for example development of/active and substantial contribution to training programmes or changes in service delivery/testing practices.
- Involvement in regional /national or international teaching activities
- Involvement in/contribution to curriculum Revision at a national level.
- Leads a division/ department or a group of laboratories and initiates strategy.
- Active involvement with and contribution to the implementation/ development of diagnostic and interpretative techniques/ procedures/algorithms / strategies at a national/international level.
- Drive the strategic revision of quality systems and ensures ongoing compliance with SANAS requirements.
- Training and formal supervision of postgraduate students –including Registrars, Scientists and Medical Technologists; identification of strategic training needs, development of strategic training and development plans and capacity building. Responsible for the research, teaching and training within the department and also contribute towards the institutional mandate.

MINIMUM REQUIREMENTS & KEY COMPETENCY:

- For Chemical pathology HOD: Mmed/FCPath in Chemical Pathology or Clinical Pathology plus PhD
- For Microbiology HOD: Mmed/ FCPath in Microbiology plus PhD
- Minimum 7 years’ experience as a Pathologist.
- At least 4 years’ laboratory management (research/diagnostic) experience;
- Registration with HPCSA as health professional in the applicable discipline;
- Prior formal involvement in undergraduate and postgraduate teaching at a tertiary academic institution;
- Research experience as demonstrated by authorship of peer-reviewed publications;
- Successfully supervised/co-supervised BSc Hons, MMED, Masters’ Students.
- Supervision of PhD students (advantageous)
- Strong leadership, Time management, interpersonal, organizational and presentation skills; and
- Computer literate and good report writing skills ability.

Applicants must have a PHD for appointment to HOD position. Should the pool of candidates with PHD’s be insufficient, candidates with an MMED degree that have made significant progress with their PHD may be considered. Candidates without a PhD may be considered only if the above criteria are not met, provided they will register for PhD on the date of appointment and complete the PHD within 5 years.

Interested persons who meet the requirements are invited to send their CVs, ID, HPCSA registration and qualification, to **Mmalefu Manoto** via e-mail: mmalefu.manoto@nhls.ac.za. Tel. (011) 555-0496. Please indicate the reference number of the post, name of the post and the specific discipline.

CLOSING DATE: 24 October 2025