



## VACANCY ADVERTISEMENT

### Vacancy Information Download

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| Reference Number:        | KZNP/20250826/3533   |
| Advert Reference Number: | M19/2025 MADADENI REGIONAL HOSPITAL  |
| Job Title:               | MEDICAL SPECIALIST: UROLOGY  |
| Job Level:               | Grade 1,2 and 3  |
| Vacancy Type:            | Internal & External  |
| Salary:                  | Grade 1: R1 341 855.00 R1 422 810.00 p.a. Grade 2: R1 531 032.00 R1 623 609.00 p.a. Grade 3: R1 773 222.00 R2 212 680.00 p.a. SALARY PACKAGE: (All-inclusive salary packages, which consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules). OTHER BENEFITS: Commuted Overtime (conditions applies) |
| Department:              | KZN HEALTH   |
| Component:               | HEAD OFFICE  |
| Employment Type:         | Permanent  |
| Center:                  | MADADENI REGIONAL HOSPITAL   |
| Number Of Posts:         | 1  |

#### Duties/Responsibilities:

- .Provide safe, ethical and high quality of care through the development of standards and risk assessments in clinical and customer care (patient perspective) in the respective specialty.
- .Provide a full package of services including after hour services.
- .Develop, maintain and audit the correct implementation of clinical protocols and guidelines
- .Implement and maintain an efficient, effective and seamless service delivery process within the Institution and referring facilities.
- .Plan and provide continuous medical education to multidisciplinary team members, conduct and stimulate research.
- .Manage and direct performance of junior staff within the area of control.
- .Align clinical service delivery plans with hospital plans and priorities.
- .Provide Specialist services and support to the Clinical Head of Unit.
- .Ensure Compliance with Norms and Standards as prescribed by Office of Health Standards Compliance (OHSC).
- .Participate in the continued medical education programme in the institution.
- .Manage EPMDS of junior staff.
- .Participate in the extended management activities.
- .Develop, Implement and monitor quality improvement programmes.
- .Develop and participate in the outreach programme.
- .Ensure a functional referral system.
- .Actively participate in the academic programme run by the Department of Health for the postgraduate training of Registrars.
- .Clinical teaching of undergraduate and postgraduate students.
- .Engage in academic research culminating in the publication of papers in scientific journals or the presentation of the results of such research at scientific congresses.
- .The incumbent should have, comprehensive knowledge of speciality Discipline.
- .Competence in the clinical evaluation of patients, Interpretation of special investigations within the Discipline.
- .Render efficient and cost-effective services to patients managed by the institution.
- .Ensure Clinical Governance within the Discipline.
- .Deliver an effective and efficient administration of all resources allocated to the Discipline.
- .Assist the Head of Clinical Unit (HCU) to ensure an optimal delivery of Services within the Discipline.
- .Assist HCU in the development of management protocols/policies for Department - Discipline.
- .Assist with Quality Improvement imperatives including Clinical Audits (morbidity and mortality reporting and reviewing, clinical documentation audits etc.) and continuous professional development activities.
- .Maintain satisfactory clinical professional and ethical standards in the department
- .Engage in research and supervise registrar research.
- .Partake in outreach programmes of the DOH.
- .After hours participation in call rosters

#### Qualifications and Experience:

.Senior Certificate / Grade 12

.Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner.

.Appropriate tertiary qualification in the Health Science (MBCChB)

.An appropriate qualification that allows registration with HPCSA as a Medical Specialist in Urology Registration with HPCSA as a Medical Specialist in Urology.

.Current HPCSA Registration

Grade 1: No experience required

.Registrars who have completed their training may also apply on condition that their appointment will be subject to them submitting documentary evidence of registration with the Health Professions of South Africa.

Grade 2

.In addition to the requirements for a grade 1 Specialist post a minimum of 5 years relevant experience after registration with HPCSA as a Medical Specialist in Urology is required for appointment as a Grade 2 Specialist

Grade 3

.In addition to the requirements for a grade 1 Specialist post a minimum of 10 years relevant experience after registration with HPCSA as a Medical Specialist in Urology is required for appointment as a Grade 3 Specialist

#### Essential Knowledge, Skills and Competencies Required:

.Sound knowledge and experience in Urology.

.Knowledge of current health and public service legislation, regulations and policies including medical ethics, epidemiology and statistics.

.Good Communication, leadership, decision-making and clinical skills.

.Ability to teach junior doctors and participate in continuing professional development

#### Additional Information

#### How to apply

To apply please log onto the e-Government Portal: <https://www.eservices.gov.za/> and follow the following process;

1. Register using your ID and personal information;
2. Use received one-time pin to complete the registration;
3. Log in using your username and password;
4. Click on "Employment & Labour";
5. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs;

Or, if candidate has registered on eservices portal, access <https://www.eservices.gov.za/>, then follow the below steps:

1. Click on "Employment & Labour";
2. Click on "Click on KZN Provincial Government e-Recruitment Vacancies, S'Thesha Waya Waya";
3. Log in using your username and password;
4. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs;

For support, please send an email to: [KZNHelpDeskRecruit@KZNpremier.gov.za](mailto:KZNHelpDeskRecruit@KZNpremier.gov.za)

Closing Date : 12 Sep 2025

#### Disclaimer

## DISCLAIMER FOR KZN E-RECRUITMENT SYSTEM

- a) The KwaZulu-Natal Provincial Government and all KwaZulu-Natal Provincial Public Entities are equal opportunity, affirmative action employers, and preference may be given to suitably qualified candidates from designated groups in terms of the Employment Equity Act, 1998. The filling of posts may also be guided by the Departments/ Entities Employment Equity plan/targets.
- b) If you do not hear from us within two months of the closing date, please regard your application as unsuccessful.
- c) Applications received after the closing date will not be considered.
- d) Please clearly indicate the name of the post and reference number of the position for which you are applying.
- e) Applicants applying for posts in KZN Government Departments via the online e-Recruitment system, must upload a copy of their CV onto the system. Certified copies of supporting documents need not accompany your application and CV, as these will be requested from shortlisted applicants only.
- f) Applicants applying for posts in KZN Public Entities via the online e-Recruitment system, must upload copies of all documents, including certified copies of all documents stipulated in the advert of the Public Entity.
- g) It is the responsibility of the applicant to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA), prior to the time the qualification documents are requested to be submitted to the KZN Provincial Department or Public Entity.
- h) Only candidates who meet the requirements may apply.
- i) Appointment is subject to verification of the qualifications of the applicant, reference checking, and securing a positive security clearance, in circumstances where this is in relation to the requirement/s for appointment to the post applied for.
- j) Applications from Recruitment Agencies will not be considered.
- k) Applications sent to incorrect email address will not be considered.
- l) The respective Provincial Departments and Public Entities reserve the right not to make an appointment.
- m) The appointed candidate shall be required to sign a performance agreement.
- n) Reference checks and/or confirmation of employment will be done with the current employer and candidates are advised to include references from the current employment in their application/CV to facilitate this.
- o) The respective Provincial Departments and Public Entities reserve the right to regard a negative record on any verification check or risk assessment conducted, as sufficient grounds for refusal to select a candidate for appointment.

By utilising the KZN Provincial e-Recruitment system, you hereby specifically acknowledge that you have read and accepted the following disclaimer:

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All reasonable measures to protect the personal information of users will be taken, provided that for the purpose of this disclaimer (personal information) will be as defined in the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000) and the Protection of Personal Information Act, 2013 (Act No. 4 of 2013).

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If you do not agree to be bound by these terms, please do not make applications for posts through the KZN Provincial e-Recruitment system.