



## VACANCY ADVERTISEMENT

### Vacancy Information Download

|                          |                                                 |
|--------------------------|-------------------------------------------------|
| Reference Number:        | KZNPG/20250909/3575                             |
| Advert Reference Number: | NGWE 01/2025                                    |
| Job Title:               | HEAD CLINICAL UNIT (MEDICAL) GRADE 1 NEPHROLOGY |
| Job Level:               | 12                                              |
| Vacancy Type:            | Internal & External                             |
| Salary:                  | R 2 084 754.00                                  |
| Department:              | KZN HEALTH                                      |
| Component:               | NGWELEZANE HOSPITAL                             |
| Employment Type:         | Permanent                                       |
| Center:                  | Ngwelezana Hospital                             |
| Number Of Posts:         | 1                                               |

#### Duties/Responsibilities:

.Participate in the coordination of nephrology unit services for the discipline within Region 4 (King Cetshwayo, Zululand and Umkhanyakude) to ensure equitable distribution of all resources to achieve optimal patient care within defined levels of institutional responsibility.

.Participate in the development of tertiary services in the entire Region 4 and also to provide clinicians with expert advice and opinion to aid diagnosis, management and treatment of patients.

.Participate in the provision of vision, strategic direction and inspire employees to deliver excellent, quality health services.

.Plan and partake in the planning of staff including registrars, medical officers, community services officers, interns and undergraduate medical students and also support relevant clinical research, clinical trials and CPD activities.

.Render efficient and cost-effective critical care services to patients managed by Ngwelezana Hospital.

.Strengthen clinical governance.

.Participate in the formulation and management of protocols in accordance with departmental policies that will have a positive impact on staff and ensure that staff is aware and comply with guidelines and procedures.

.Provide measures and guidance on quality assurance to comply with set quality standards.

.Manage the performance of allocated human resources.

.Ensure that the environment complies with Health and Safety Act, staff adhere to the safety precautions and make sure that staff is maintained to attain optimal productivity.

.Ensure equipment is maintained and functional at all times.

.Render effective administrative support.

.Provide after hour courage and ensure continuous clinical support to junior staff.

.Attend to meetings and workshops as directed.

.Comply with all legal prescripts, acts, legislative, policies, circulars, procedures, guidelines and code of conduct for public service.

.Adhere to correct channels of communication as per the hospital organogram.

.Maintain clinical, professional and ethical standards.

#### Qualifications and Experience:

.Senior Certificate / Grade 12

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

.Appropriate tertiary qualification in the Health Science (MBChB)

.Initial and current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Nephrology.

.A minimum of 5 years appropriate experience as a Medical Specialist in Nephrology after registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist

.Valid driver's license

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

.Appropriate specialist procedures and protocols within field of expertise.  
.Understanding of basic Human Resource matters including Labour Relations.  
.Control of budget, monitoring expenditure and project management.  
.Assessment, diagnose and management of patients within the field of expertise.  
.Managerial and financial management skills.  
.Computer skills.  
.Driving skills.  
.Problem solving skills.  
.Concern of excellence.  
.Courtesy and interpersonal relation skills.  
.Stress tolerance and innovation skills.  
.Awareness of cross-cultural differences.

#### Additional Information

All-inclusive salary package per annum (70% of basic salary and 30% benefits i.e. flexible portion that can be structured in terms of applicable rules). Plus 18% In-hospitable area allowance. Commuted Overtime which is determined by service delivery needs of the department.

#### 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 : 19 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:

I understand and agree that where information is provided, whether personal or otherwise, it may be used and processed by the owner of this e-Recruitment system, and such use may include placing such information in the public domain.

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.