



NETCARE

Vacancy

Closing date: 19 July 2023

Role profile

Role title	CAMPUS BASED ACADEMIC STAFF
Division	EDUCATION
Location	NETCARE EDUCATION EASTERN CAPE CAMPUS
Reporting structure	CAMPUS MANAGER

Role summary

Netcare Education Eastern Cape Campus, currently has a vacancy for a Campus Based Academic Staff. The incumbent will be responsible for the facilitation of education and training of nursing students within the private higher education and nursing academic environment to align with the vision and mission of the organisation.

Key work output and accountabilities

Maintain standard of excellence related to functioning effectively in a private higher education environment that includes all components of education and training;

- Theoretical education and training including fostering theory application to practice.
- Clinical Facilitation of education and training in various settings to support student work integrated learning.
- Assessment and evaluation of student progress.
- Development and design academic content.
- Student management and support.
- Promoting collaboration with all stakeholders within the academic settings.
- Apply relevant training standards, legislation, policies and regulations.
- Research application.
- Administrative processes and management of student records and progress on digital platforms.
- Being responsible for adherence to quality processes relating to education and training including work integrated learning.
- Continuous self-management and development.
- Developing programmes and managing continuous professional development of all nurses rendering a service to Netcare.

Skills profile

Education

- Proof of current registration with the South African Nursing Council (SANC) as a Registered Nurse and Midwife with an additional qualification Nursing Education qualification. Such registration should be maintained.

- A Bachelor's degree in Nursing.
- Additional qualifications in related specialties required for the specific position held.
- A minimum of 3 years' experience in an academic environment.
- Assessor unit standard successfully completed and registered with SANC.
- Moderator unit standard to be successfully completed and registered with SANC within the first year of employment.
- A Master's degree in a Clinical Specialty/ Education will be advantageous.
- Commitment to commence further studies towards achieving a Master's Degree within 2 (two) years of commencement of employment at Netcare and complete qualification within the prescribed academic period.
- Own transport and driver's licence.

Work experience

- Experience in comprehensive academic practice including but not limited to facilitation skills in a theoretical and/ or clinical academic environment.
- Experience in facilitation on various modes of delivery; contact, digital platforms, and blended learning.
- Research literacy.
- Intermediate computer proficiency in the following Microsoft Office Suite programmes – Excel, MS Word, and PowerPoint, searching data bases, e-mail, internet and digital learning platforms.

Knowledge

- Proficient understanding and application of legislative and other external forces impacting the general and nursing education.
- Knowledge of stakeholder relationship management.
- Knowledge of educational, quality and business management principles.
- Knowledge of government and private partnerships.

NON MANAGERIAL/ SPECIALIST SKILLS

Coaching Others*	The capacity to recognise development areas in others and support them to facilitate personal development through coaching.
Leading and Managing Change*	The capacity to implement and support change initiatives and to provide leadership in times of uncertainty.
Performance Development*	The ability to evaluate and develop different levels of capacity within a team to achieve set objectives.

Taking Action	Capable of recognising the need for action, considering possible risks and taking responsibility for results.
Decision Making	Capable of making decisions timeously and taking responsibility for the consequences.
Managing Self	Capacity to plan, organise and control own work environment by setting appropriate priorities and achieving set objectives within a given time frame.
Customer Focus and Service Delivery	The capacity to identify and respond to the needs of *internal and external customers. <i>*Internal and external customers include patients, doctors, colleagues, suppliers, visitors, vendors and any other person that requires a relationship</i>
Adapting and Responding to Change	Capable of supporting and advocating change initiatives and managing own reaction to change.
Continuous Improvement	The capacity to improve systems and processes to facilitate continuous improvement.
Personal Work Ethic	Capacity to instil an ethic of quality and consistency in self and others.
Building Relationships	Capacity to establish constructive and effective relationships.
Communication	The capacity to clearly present information, either written or verbal.
Teamwork	Capacity to cooperate with others to work towards a common goal.
Technical Knowledge	The capacity to perform a technical function to required standards.

Leadership skills

Visioning	The ability to provide direction in terms of action towards certain future outcomes.
Empowering	Creating conditions of willingness and participation amongst teams by providing sufficient encouragement, information, resources and authority to make the necessary decisions to accomplish tasks.
Energising	Having the capacity to motivate and mobilize, impart strength, vitality and enthusiasm to teams to actualize the organization's vision of the future.
Designing and aligning	Ensuring the optimal alignment of employee behaviour with the organization's vision and values.

Rewarding and feedback	Fostering a performance culture by creating a framework of appropriate incentives and rewards to direct and motivate the achievement of desired performance behaviours and goals.
Team building	Creating team players and team effectiveness by using appropriate methods and a flexible interpersonal style to instil a cooperative atmosphere conducive to building a cohesive team.
Outside orientation	Awareness of outside constituencies, emphasizing particularly the need to respond to the requirements of customers, suppliers, partners, shareholders and other interest groups, such as local communities affected by the organization.
Global mindset	Possessing a global frame of reference that enables one to scan the external world environment for different perspectives and to adopt successful practices. The capacity to inculcate a global mentality in others by instilling shared values and cross-cultural sensitivity.
Tenacity	The capacity and courage to persevere with one's purpose in a persistent and determined manner despite opposition or setbacks until the desired objective is obtained or it becomes clear that the objective is no longer attainable. Inspiring others, through active example, to have the courage of their convictions.
Emotional intelligence	The capacity to foster trust and create an emotionally intelligent workforce whose members know themselves and deal respectfully and understandingly with others. The ability to regulate and manage one's emotions healthily and productively.
Life balance	Articulating and modelling the importance of the need for life balance for the long-term welfare of oneself and one's employees.
Resilience to stress	Appropriately balancing these various pressures to maintain stable performance.

Values and behaviours

Netcare values	<p>At Netcare, our core value is care. We care about the dignity of our patients and all members of the Netcare family. We care about the participation of our people and our partners in everything we do. We care about truth in all our actions. We are passionate about quality care and professional excellence.</p> <ul style="list-style-type: none"> • Care - The basis of our business. The professional, ethical patient care and services we offer at every level of the organization. • Truth - The crucial element in building relationships that work. Open communication with honesty and integrity is essential. • Dignity - An acknowledgement of the uniqueness of individuals. A commitment to care with the qualities of respect and understanding.
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	<ul style="list-style-type: none"> • Compassion - We engage everyone with empathy and respond with acts of compassion in all interactions with our patients and their families. • Participation - The willingness and desire to work in productive and creative partnerships with others and the commitment to communicate.
The Netcare way	<p>Netcare is committed to providing quality care. Our basic service standard holds us accountable for the below seven behaviours, which you will be accountable to uphold:</p> <ul style="list-style-type: none"> • I always greet everyone to show my respect. • I always wear my name badge to show my identity. • I am always well-groomed to show my dignity. • I always practise proper hand hygiene to show my care. • I always engage to show my compassion. • I always say thank you to show my appreciation. • I always embrace diversity to show I am not a racist.

Application process

Netcare is an equal opportunity employer

The Company's approved Employment Equity plan and targets will be considered as part of the recruitment process aligned to the Group's Employment Equity strategy. Netcare actively supports the recruitment of people with disabilities.

Interested candidates who meet the above criteria are requested to e-mail a detailed CV to Lindokuhle.Zwane2@netcare.co.za and/or Ronell.DeJager@netcare.co.za

Please note:

- Please note that reference checks for internal applicants will be conducted with the applicant's current and past Netcare direct line managers and the relevant Netcare HR Managers. Therefore, employees are encouraged to discuss internal job applications with their direct line manager to ensure that the line manager is aware of the application.
- The terms and conditions of employment relating to the function you have applied for will be based on those in the Division you will be employed.
- If a candidate has any disability that may impair the individual's ability to perform the job function, the candidate must kindly inform the employer so that an assessment for reasonable accommodation can be made.
- By applying for this position and providing us with your CV and other personal information, you are consenting to the information being used for the specific purpose for which it was provided, which is recruitment purposes and possible appointment purposes (should you be successful). Please note that your information will be processed for recruitment purposes only or for such purposes relating to assessing the establishment of an employment relationship with yourself, and this will be done in accordance with the applicable data protection and privacy legislation. We confirm that such information will not be used for any other purpose without obtaining your prior consent.
- If your application is not successful, we retain your CV and other information provided on our electronic system. If you object to your information being used in accordance with the aforementioned clauses, please indicate your objection, and we will immediately securely destroy your personal information.

