



NETCARE

# Vacancy

Closing date: 25.07.2023

## Role profile

|                     |                                    |
|---------------------|------------------------------------|
| Role title          | Clinical Facilitator - Theatre     |
| Division            | Netcare Hospitals                  |
| Location            | Netcare Alberton Hospital          |
| Reporting structure | Unit Manager - Clinical Department |

## Role summary

The Clinical Facilitator is responsible for the facilitation of teaching and learning of the theoretical and clinical component in a clinical environment to reinforce the learning process as well as the integration of theory and practice to reinforce the learning process.

The incumbent will further provide up-to-date nursing education, evaluation and support to students and staff in the clinical hospital ward environment. The incumbent is also responsible for establishing partnerships between the hospital clinical teams and Netcare Education teams to ensure continuous development and improvement of theoretical and clinical nursing skills, nursing standards and general nursing care

## Key work output and accountabilities

- Active involvement in research activities to discover new knowledge about products, processes, and services, and then applying that knowledge to create new and improved products, processes, and services that meet the academic market needs.
- Plan, organise, and active involvement in the process and production of all academic related projects
- Develop and review evaluation and educational strategies
- Motivate and encourage learners to participate in research within their Scope of Practice
- Audit and participate in quality improvement programmes to identify problems which may require research
- Implement and maintain standards of health practice required from all accredited bodies and appropriate health legislation.
- Draw up duty rosters for students
- Record learner hours and leave
- Facilitate the marking of case studies and assignments in line with Netcare Education requirements
- Keep accurate learner clinical records
- Clinical accompaniment of students
- Permanent staff training
- Plan and support the development of student knowledge, skills and capabilities by closely monitoring progress on assignments and tests against performance targets to identify talent. Provides timely guidance and feedback to help strengthen skill areas and leverage potential.
- Plan and support the development of staff knowledge, skills and capabilities in conjunction with management team
- Focus on quality orientation in all academic and clinical nursing processes.

- Understand, apply and leverage IT & technology systems, tools and/or equipment to facilitate and reinforce the learning process
- Clearly convey information and ideas through a variety of educational strategies in a way that engages students and helps them to understand and retain the message
- Provide remedial teaching and academic support to learners
- Develop and control of a learner support system
- Supervise the progress of learners in reaching learning objectives
- Compile clinical progress reports on each learner
- Maintain a therapeutic, clean and safe environment that is free from medico-legal hazards
- Adhere to the Netcare Resuscitation and Reanimation policy
- Ensure awareness of conditions that affect employee and student safety.
- Focus on the development of academic and clinical nursing processes to ensure quality orientation.

Effective administration of all academic activities to ensure compliance with policies and legislation.

### Skills profile

#### Education

- Registered as a Professional Nurse with the South African Nursing Council or equivalent NQF 7
- Bachelor's Degree in Nursing Education and Admin
- **Additional Qualification in Operating Theatre Nursing**
- Assessor and moderator trained.

#### Work experience

- Experience in the clinical nursing environment
- Minimum two year working experience as a Registered Nurse
- Research literacy
- Intermediate computer proficiency in the Microsoft Office Suite

#### Knowledge

- Thorough knowledge of Theatre nursing theory and practice
- Extensive knowledge of the clinical model principles and practices in Theatre
- Knowledge of the legislative and business climate pertaining to general and nursing education
- Knowledge of stakeholder relationship management

#### NON- MANAGERIAL/ SPECIALIST SKILLS

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|------------------------------|---|
| 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.                   |

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| 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.<br><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

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| 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. |

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| 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.   |
| <b>Values and behaviours</b> |   |
| 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"> <li>• Care - The basis of our business. The professional, ethical patient care and services we offer at every level of the organization.</li> <li>• Truth - The crucial element in building relationships that work. Open communication with honesty and integrity is essential.</li> <li>• Dignity - An acknowledgement of the uniqueness of individuals. A commitment to care with the qualities of respect and understanding.</li> <li>• Compassion - We engage everyone with empathy and respond with acts of compassion in all interactions with our patients and their families.</li> <li>• Participation - The willingness and desire to work in productive and creative partnerships with others and the commitment to communicate.</li> </ul> |
| 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"> <li>• I always greet everyone to show my respect.</li> <li>• I always wear my name badge to show my identity.</li> <li>• I am always well-groomed to show my dignity.</li> <li>• I always practise proper hand hygiene to show my care.</li> <li>• I always engage to show my compassion.</li> <li>• I always say thank you to show my appreciation.</li> <li>• I always embrace diversity to show I am not a racist.</li> </ul>   |

## 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 [Kgothetse.Mavundla@netcare.co.za](mailto:Kgothetse.Mavundla@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 within which 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 processed for possible recruitment and selection 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 will retain your CV and other information provided on our electronic system for 12 months. 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.
- Kindly note that only shortlisted candidates will be contacted. Applicants, who have not been contacted within 30 days of the closing date of this advert, should consider their application as unsuccessful.

