



Vacancy



ROLE PROFILE

Role title	Unit Manager (NICU)
Division	Hospital Division
Location	Netcare Femina Hospital
Reporting structure	Nursing Services Manager
Closing date	31 st December 2023

ROLE SUMMARY

The Unit Manager will be responsible for coordinating improved quality nursing care by ensuring compliance to professional and ethical practice.

The incumbent will also be responsible for monitoring and ensuring that nursing care and service delivery is implemented and practiced within a multi-disciplinary quality assurance team. In accordance the incumbent will be accountable for coordinating capacity building, mentoring and training.

KEY WORK OUTPUT AND ACCOUNTABILITIES

- Assign decision making, authority, task and responsibility to appropriate persons in order to maximize organisation and employee effectiveness.
- Develop a talented nursing workforce.
- Co-operation with Netcare Education Division to ensure appropriate nursing training for delivery of quality care.
- Facilitate a culture that is supportive of talent management and the initiation of required implementations to hone nursing talent.
- Monitor staff attendance and or absenteeism and ensure action is taken accordingly.
- Ensure staff dress code within and on leaving the hospital.
- Facilitate effective change and conflict management.
- Orientation of new staff and students.
- Facilitate staff development both personal and professional.
- Ensure professional conduct and appearance of staff.

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- Promote staff wellbeing and problem solving.
- Effective time management, honesty and integrity.
- Apply aspects related to Human Resources, including performance management and disciplinary procedures.
- Maintain and improve nursing standards in the unit.
- Build effective relationship with doctors/ specialists, service providers, hospital management, staff, patients and family.
- Coaching and mentoring of staff.
- Ensuring ongoing effective Clinical Facilitation in the Unit.
- Managing and implementing quality improvement.

SKILLS PROFILE

EDUCATION

- Registration with the South African Nursing Council as a Registered Nurse/ Diploma in General Nursing
- A Diploma / certificate in Management or Nursing Administration would be advantage
- Must be Neonatology Trained

WORK EXPERIENCE

- Previous Unit Manager experience is essential
- 2 or more years' experience in a private hospital environment working at the Neonatal Intensive Care Unit would be advantageous

KNOWLEDGE

- Managerial experience in hospital environment essential as well

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.

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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	<p>The capacity to identify and respond to the needs of *internal and external customers.</p> <p><i>*Internal and external customers include patients, doctors, colleagues, suppliers, visitors, vendors and any other person that requires a relationship</i></p>
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.
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 organisation. Truth - The crucial element in building relationships that work. Open communication with honesty and integrity is essential.

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	<ul style="list-style-type: none"> • Dignity - An acknowledgement of the uniqueness of individuals. A commitment to care with the qualities of respect and understanding. • 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 seek consent 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

FeminaApplications@netcare.co.za



Please note:

- Please note that reference checks for internal applicants will be conducted with the current and past Netcare direct line managers of the applicant and the relevant Netcare HR Managers. Employees are therefore 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 which you have applied for will be based on those that exist in the Division within which you will be employed.
- In the event of a candidate having 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.

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- 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 destroy your personal information in a secure manner.

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