

**NETCARE**

Vacancy

Closing date: 27.11.2023

Role profile

Role title	Accountant
Division	Hospital Division
Location	Netcare Femina Hospital
Reporting structure	Finance Manager

Role summary

The Financial Accountant is responsible for the supervision of the accounting function and providing full financial support within the Hospital.

Key work output and accountabilities

Financial Accounting:

- Prepare the Hospital financial and management statements according to group guidance on International Financial Reporting Standards by consistently applying Netcare's accounting, supported by reasonable estimates.
- Produce accurate and timeous financial and management analysis and reporting.
- Analyse and report on balance sheet reconciliations, cost and benchmarking implications and results.
- Prepare management accounts, budgets and forecasts.
- Analyse and report on budget variances.
- Compilation and submission of departmental cost centre reports and liaising with line managers on budget and expenditure monitoring
- Maintenance of general ledger accounts and preparation of accurate balance sheet reconciliations
- Maintenance of the integrity, accuracy and completeness of respective accounting records and information systems
- Analytical reviews of costs and expenditure to aid EXCO and line management in decision making
- Display functional knowledge and understanding to support with the submission of statutory submissions such as VAT201 and IT14SD
- Supervision and management of the Procurement & Purchasing Department
- Maintain fixed assets register, perform physical asset verifications and compile reconciliations
- Coordinate quarterly stock counts, perform spot checks, and adjust accordingly in GL
- Managing of risk and reviewing of internal controls as well as compilation of risk reviews
- Ensure complete familiarisation of Netcare's financial policies, as revised from time to time
- Supervision of staff in Finance Department

- Supervision of documentation storage and retention

ACCELERATING TRANSFORMATION

Transformation targets:

- Embrace the transformation goals as set out by the transformation committee by fostering a culture of inclusivity in work and relationships.

GROWING WITH PASSIONATE PEOPLE

Teamwork:

- Actively participate as a member of the team to achieve goals.

Personal and professional development:

- Assume responsibility for own personal and professional development.
- Ensure that managerial behaviours are modelled and aligned to the Netcare values.
- Keep up to date with Netcare's evolving policies and procedures

Skills profile

Education

- A relevant 3 year B Com degree or advanced diploma qualification, with Financial Accounting 3, at NQF level 7.
- A higher degree in Accounting or equivalent NQF 8 qualification.

Work experience

- Minimum of 5 years' experience in a Financial Department, at least 3 years at a supervisory capacity
- Proven management/interpersonal skills.
- Initiative and independent decision making.

Knowledge

- Intermediate computer literacy essential: SAP, MS-Office
- Proven financial accounting experience.

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.

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. Compassion - We engage everyone with empathy and respond with acts of compassion in all interactions with our patients and their families.
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	<ul style="list-style-type: none"> • 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 FeminaApplications@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.

