



NETCARE

Vacancy

Closing date: 25.03.2024

Role profile

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| Role title | Clinical Nurse Specialist (CNS) High Care |
| Division | Hospital Division |
| Location | Netcare Greenacres Hospital |
| Reporting structure | Unit Manager |

Role summary

The focus of the CNS is the delivery of quality competent care. The CNS acts as a clinical resource and leader in a particular clinical specialty, performing functions at an advanced level competently and consistently. The sound and contemporary knowledge of the area of specialty, together with an advanced understanding of professional nursing.

Key work output and accountabilities

- Responsible for the delivery and co-ordination of competent nursing care during the shift for which the CNS is responsible;
- Acts as a resource person in the clinical speciality as a result of advanced and broad knowledge and skills in that speciality;
- Supports and supervises less experienced staff, acts as a preceptor for new staff, and assists in the clinical teaching of learners;
- Contributes to the ongoing research, development and review of best practice in the speciality;
- Provides leadership in the clinical situation, and acts as an influential role model for best competent professional practice;
- Evidence of competent experience in that field together with contemporary skills and knowledge of that speciality;
- Must be able to influence, motivate, develop and lead a team to ensure quality and productive clinical and professional nursing care;
- Required to be able to apply critical nursing skills and judgment across a range of variable situations and be able to anticipate problems.
- Required to assist with operational duties as delegated by the theatre manager.
- Managing work: Managing ones time and resources to ensure that work is completed efficiently.
- Building Customer Loyalty: Effectively meeting customer needs, building productive customer relationships, taking responsibility for customer satisfaction and loyalty.
- Adaptability: Maintaining effectiveness when experiencing major changes in work tasks or the work environment.

- Quality Orientation: Originating action to improve existing work processes and conditions for improved quality of outputs.
- Work Standards: Setting high standards of performance for self and others, self-imposing standards of excellence.

Skills profile

Education

- Grade 12 or equivalent NQF level 4 qualification / Matric,
- Relevant degree or diploma in nursing and a post basic qualification in ICU is essential.

Work experience

- Capacity to implement and maintain standards of health practice required from all accredited bodies and appropriate health legislation
- Cardiac, Cardiothoracic and Medical experience will be advantageous.
- Must be prepared to be flexible in working hours / shift work.
- The ability to actively participate as a member of a team to achieve goals.
- Computer skills will be advantageous.

Knowledge

- Must demonstrate an advanced understanding of clinical governance and best practice processes and policies in the speciality;
- Required to be able to apply critical nursing skills and judgement across a range of variable situations and be able to anticipate problems;
- Extensive knowledge of modern nursing care principles and practices in the highly specialised field.
- Must be able to influence, motivate, develop and lead a team to ensure quality and productive clinical and professional nursing care.

Managerial 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. |
| 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. |

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| 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. *Internal and external customers include patients, doctors, colleagues, suppliers, visitors, vendors and any other person that requires a relationship |
| 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. |
| 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. • 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 strengthen inclusivity and belonging.

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 Thandi.Mabiza@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.

