



VACANCY: JOINT MEDICAL HOLDINGS

DIVISION:	ISIPINGO HOSPITAL
JOB TITLE:	UNIT MANAGER - NICU
PURPOSE OF POSITION	
The Unit manager will oversee the enhancement of nursing care quality by ensuring adherence to professional and ethical standards. They will also monitor and ensure that nursing care and service delivery adhere to standards within a multi-disciplinary quality assurance team. Additionally, the role includes coordinating capacity building, mentoring, and training initiatives.	
KEY PERFORMANCE AREAS	
<p>1. Patient Care and Clinical Oversight:</p> <ul style="list-style-type: none">• Ensure all NICU nursing staff practice safely, are competent, and operate within their scope of practice.• Oversee routine special care of high a risk neonate.• Care of extreme low birth weight babies especially importance of cluster care.• Knowledge of the importance of developmental care for premature babies• Proactive in identification of risk factors of all babies in NICU, especially the high-risk neonate.• Oversee the coordination of individualized care from initial contact through the entire care episode, including discharge planning. <p>2. Leadership and Team Management:</p> <ul style="list-style-type: none">• Unit Management: Ensure the unit operates to the highest standards at all times.• Staff Leadership: Lead and supervise staff effectively, manage conflict situations, and handle recruitment of nursing personnel in collaboration with the Nurse Staffing Manager (NSM).• Strategic Planning: Plan, organize, control, lead, and direct the team to achieve unit and organizational goals.• Staff Development: Teach and provide ongoing education to unit staff and assume the role of Nurse Educator with students. <p>3. Resource and Operational Management:</p> <ul style="list-style-type: none">• Financial and Strategic Planning: Demonstrate the ability to plan strategically and manage financial resources effectively.• Resource Management: Ensure efficient use of resources, including equipment maintenance and motivating for necessary upgrades. <p>4. Policy and Compliance:</p> <ul style="list-style-type: none">• Adherence to Policies: Understand and adhere to hospital policies, procedures, and protocols.• Legislative Compliance: Uphold legislation and standards required by the Department of Health (DOH), South African Nursing Council (SANC), and Department of Labour (DOL).• Hospital Regulations: Be competent in hospital regulations and policies. <p>5. Communication and Interaction:</p> <ul style="list-style-type: none">• Interaction Skills: Maintain effective communication with doctors, patients, and colleagues.• Conflict Resolution: Handle all conflict situations within the unit professionally and effectively. <p>6. Problem-Solving and Leadership:</p> <ul style="list-style-type: none">• Leadership Skills: Exhibit strong leadership and problem-solving skills to guide the team and address challenges effectively.	



COMPETENCIES (The following will be advantageous)	
MINIMUM REQUIREMENTS (Educational Qualifications & Experience)	<ul style="list-style-type: none"> • Midwifery; Postgraduate certificate/ diploma in relevant specialty area (NICU). • Degree / Diploma in General Nursing • Nursing Administration would be advantageous • SANC Registration as Professional Nurse • Basic Life Support certification • Proficiency in computer applications, including electronic medical records systems. • +5 years NICU Exp. in Shift Leader/Management role
SKILLS AND COMPETENCIES (Practical & Technical)	<ul style="list-style-type: none"> • Strong leadership and communication skills. • Ability to prioritize tasks, solve problems, and make effective decisions. • Knowledge of healthcare regulations and accreditation standards. • Excellent organizational and time management abilities. • Basic life support trained • Infection prevention and control • Patient assessment skills • Nursing processes and procedures • Computer literate (Microsoft Office) • Relevant nursing legislation • Nursing care plan skills • Risk identification
BEHAVIOURAL ATTRIBUTES (Personality Characteristics)	<ul style="list-style-type: none"> • Possess strong leadership, communication, and problem-solving skills. Adaptable, customer-focused, and capable of working well in a team. Attention to detail, empathy, and professionalism are also crucial attributes. Additionally, organizational skills and a commitment to continuous improvement are essential for ensuring smooth operations and providing excellent service to patients and visitors.
JMH VALUES (Commitment)	<p>Respect for Individual Dignity: We uphold the dignity of every individual.</p> <ul style="list-style-type: none"> • Excellence in Service to Doctors: We ensure top-quality service delivery to our physicians through efficient processes, clear communication, and proactive support, meeting their needs and exceeding expectations. • Trust and Development: We aim to nurture trust among our team members and offer training and growth opportunities to help them realise their maximum potential.
<p>Interested candidates are invited to submit a resume. Please indicate " Unit Manager – NICU Application" in the subject line to: isirecruit@jmh.co.za</p>	
<p>Join our team at Isipingo Hospital and contribute to our mission of providing exceptional care to our patients and community. Apply now to become our Nursing Services Manager and make a difference in healthcare delivery.</p> <p>NB: Only short-listed candidates will be contacted.</p> <p>Closing date for applications 09 September 2024</p> <p>Yours faithfully</p> <p>Jenny Bux - Group HR Manager</p>	



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