



VACANCY: JOINT MEDICAL HOLDINGS

DIVISION:	JMH - CITY HOSPITAL
JOB TITLE:	SURGICAL ICU UNIT MANAGER

PURPOSE OF POSITION

- The incumbent will be responsible for managing all aspects of operating a unit within Surgical ICU, i.e., from supervising nursing staff to monitoring patient care.

KEY PERFORMANCE AREAS

- Ensure all ICU nursing staff in the team practice safely, are competent and work within their scope of practice.
- Ability to plan strategically and financially.
- Ability to teach staff in the unit.
- Assume the role of Nurse Educator with Students.
- Overseeing the Coordination of individualised care from point of first contact throughout the episode of care, incorporating discharge planning in the plan of care.
- To ensure the unit is run to the highest standards at all times.
- Ability to plan, organise, control, lead and direct the team to achieve the company goals.
- Ability to understand and follow policies, procedures and protocols.
- Have good leadership and problem-solving skills.
- Good Interaction with doctors, patients, and colleagues.
- Ability to handle all conflict situations in the Unit.
- Ability to uphold legislation required to DOH, SANC/DOL.
- Equipment maintenance and motivations.
- Recruitment of nursing personnel with the NSM.
- Ability to lead and supervise staff.
- Competent with the Hospital Regulations and Policy.
- Ensure all assets are monitored and accurately accounted for.
- Ensure the fixed assets register is managed and maintained.
- Compiling and submitting of reports to management timeously and accurately.
- Ensure compliance with all relevant legislation.
- Responsible to conduct performance reviews for the team.

COMPETENCIES (The following will be advantageous)	
MINIMUM REQUIREMENTS (Educational Qualifications & Experience)	<ul style="list-style-type: none"> • Approximately five (5) years' experience as a Professional Nurse, deputising for the Unit Manager or currently in a unit manager post within the ICU department. • Incumbent must be ICU Trained. • Diploma in Nursing Administration is essential. • The ideal person will have willingness to assume job ownership, work independently and apply principles of continuous improvement. • Computer literacy – MS Word & Excel
SKILLS (Practical & Technical)	<ul style="list-style-type: none"> • Excellent interpersonal skills. • The ability to communicate with enthusiasm. • Excellent presentation skills. • Dedication to the development of the subject. • Well-developed administrative abilities. • Constructive approach to team working. • Ambitious to achieve national and international excellence. • Desire to maintain required professional standing through professional practice and continuing professional development.
BEHAVIOURAL ATTRIBUTES (Personality Characteristics)	<ul style="list-style-type: none"> • Professionalism and initiative • Well-spoken and respectful • Must be able to adhere to all company rules and policies.
JMH VALUES (Commitment)	<ul style="list-style-type: none"> • We respect the dignity of an individual. • We are committed to giving our doctors top quality service. • We are committed to building an atmosphere of trust, and to train and develop our staff to their fullest potential. • We are committed to providing our shareholders with a fair rate of return on their investment. • We will act in a responsible manner towards our physical and social environment.
CV's together with supporting documents should be submitted to: recruitment@jmh.co.za	
	<p style="text-align: center;">NB: Only short-listed candidates will be contacted.</p> <p style="text-align: center;"><u>POPIA CLAUSE – HR ADVERTS</u></p> <p>Your information is collected and processed in accordance with the Protection of Personal Information Act No 4 of 2013 (POPIA).</p> <p>By applying to this advert, you consent to JMH (Pty) Ltd collecting and processing your personal information for the purpose of determining your eligibility for the advertised position.</p> <p>If unsuccessful, your personal information is securely destroyed and is not retained by the company.</p> <p style="text-align: center;">Closing date for applications is 7 March 2024.</p> <p style="text-align: center;">Yours faithfully, Jenny Bux Group HR Manager</p>