

ZONE MANAGER MPUMALANGA/LIMPOPO



WE MAKE PATIENT CARE A PRIORITY. IF YOU DO, JOIN OUR TEAM TODAY!

PathCare is a partnership of pathologists in private practice across South Africa that has been assisting doctors and healthcare professionals determine and confirm diagnoses since 1923. We are registered with the HPCSA (Health Professions Council of South Africa) and all our laboratories are SANAS accredited.

We are seeking an experienced individual with a proven track record of overseeing and managing a team of technical and administrative staff ideally in geographically distributed hospitals/depots within a high pressurised environment and whose personal impact includes assisting local management with the successful execution of the business strategy and the achievement of medical and business outcomes. This individual's track record must include motivating and engaging employees, responding to service delivery needs within this location and positively interacting with stakeholders at all levels.

The successful candidate will be based in either Limpopo or Mpumalanga and oversee the Louis Trichardt and Bela Bela Clinical laboratories and the Thohoyandou and Modimolle depots in Limpopo, as well as the Emalahleni Clinical Laboratory and Rubicon and Cosmos depots in Mpumalanga.

Ideally, the successful candidate will also meet both our operational excellence and transformation/employment equity goals.

Key Competency Requirements and Experience

- 3-year Biomedical Technology diploma/4-year Medical Laboratory Scientist degree in Clinical Pathology
- Current registration with the HPCSA
- Must have a valid unrestricted Code B driver's license
- Relevant business management qualification is advantageous (e.g., MDP Programme)
- Intermediate computer literacy (LIMS, Microsoft Office)
- Knowledge of HR Policies and Procedures
- Must be familiar with QA functions e.g. SOPs & Task System
- Must have knowledge regarding the Audit process, asset lists etc.
- 8 years' experience post HPCSA registration preferably in a Clinical Pathology environment
- Must ideally have a minimum of 5 years' line management experience with direct reports (e.g. people, processes, financial systems and controls)
- Experience in technical procedure implementation
- Experience in staff training and development
- Must have an acceptable performance record with regard to the technical and behavioural competencies including values-based leadership required to perform in this position
- General management (e.g., planning, organising, leading and motivating people, other assets resources, processes, financial systems and controls)
- Must have a proven track record of building and maintaining positive relationships with internal/external stakeholders
- Ability to optimise processes to achieve maximum efficiencies through innovative thinking and proactive problem-solving
- Ability to manage and optimise all site resources (intellectual and physical resources including technology, people, finance and equipment) in order to achieve customer satisfaction and broad Group and Area goals
- Advanced interpersonal relations and conflict resolution skills
- Effective verbal and electronic communication skills (including report writing)
- Effective decision-making and planning skills
- Excellent attention to detail
- Ability to evidence emotional intelligence
- Presentation skills
- Ability to work effectively under pressure and display resilience and tenacity in challenging situations
- Ability to proactively and positively influence and motivate staff evoking a sense of purpose, effectively lead change management and focus on team building and conflict management
- Ability to play a proactive role in the performance management of staff which includes coaching and mentoring of others by providing instruction, positive models and the opportunity to observe and learn
- Ability to foster trust through fair and consistent behaviours/actions, humility and compassion and an unwavering high regard for confidentiality

Key Responsibilities

- Align and implement the area/group's operational strategy within the business sites and provide support to the Senior Medical Technologist In-Charge/Senior nurse in charge at each site with regard to managing the day-to-day operations of the laboratory staff including HR, finance, quality matters and auditing of systems
- Communicate the company strategic objectives/initiatives ensuring group consistency; alignment and working in collaboration with other sites and other support and enabling functions within PathCare.
- Assist the Area Manager in managing and implementing the local strategy on patient growth by targeting non/new supporters/customers.
- Assist the Area Manager in setting growth targets annually for patients and tests
- Manage/assist with any service related problems originating from supporters/redirect to specific pathologist if required
- Review business processes/systems on a continuous basis/ make recommendation for continuous improvement and deliver operational effectiveness through accurate, reliable and fast service delivery
- Achieve annual financial targets and assist the Area Manager in preparing the annual site budget
- Manage the PathCare value system at all levels by leading by example and ensuring that employee behaviour and performance are aligned to PathCare values.

CLOSING DATE: Friday, 20th December 2024

Your contribution to the company will be rewarded with a market-related remuneration package which includes a retirement fund contribution and risk benefits (Group Life and Disability cover), an annual bonus, competitive maternity benefits, a health care allowance, discounted pathology tests, payment of HPCSA/SANC annual registration fees and developmental opportunities at the PathCare Training Academy.

Applicants who feel that they have the competencies and a proven track record as stipulated are required to submit comprehensive and compelling motivation and CV to ronel.myburgh@pathcare.net

An in-depth and comprehensive selection process will thereafter follow for those applicants who succeed in the initial pre-selection and short-listing process.

Please note: by applying for this position, your application will be subject to verification checks of your driver's license, Identity Document, qualifications/proof of registration, credit and criminal checks if required. Candidates must be willing to participate in a rigorous evaluation process.

PathCare is committed to the pursuit of excellence and diversity in achieving our equity targets and the organisation's approved Employment Equity plan will be considered as part of the talent acquisition process. All qualified candidates including people with disabilities are encouraged to apply.