

The South African Nursing Council (SANC) is the body entrusted to set and maintain standards of nursing education and practice in the Republic of South Africa. It is an autonomous, financially independent, statutory body, initially established by the Nursing Act, 1944 (Act No. 45 of 1944), and currently operating under the Nursing Act, 2005 (Act No. 33 of 2005). The SANC currently has the following vacancies, candidates that meet the requirements as provided are invited to apply.

**INTERNAL AND EXTERNAL ADVERTISEMENT (RE-ADVERTISEMENT, CANDIDATES THAT PREVIOUSLY APPLIED MUST REAPPLY).**

**DIVISION** : PROFESSIONAL AFFAIRS  
**POSITION** : DEPUTY REGISTRAR  
**REFERENCE NUMBER** : DR/002/10/2020  
**ANNUAL COST TO COMPANY** : NEGOTIABLE  
**REMUNERATION**  
**TERMS OF APPOINTMENT** : PERMANENT  
**CLOSING DATE** : 27 NOVEMBER 2020

**MINIMUM REQUIREMENTS**


- Grade 12.
- Master degree in Nursing Sciences.
- Postgraduate Qualification in nursing education and nursing management/ health sciences management.
- Minimum of 12 years' experience in nursing of which 5 years must be in Higher Education (College or University).
- Minimum of 5 years' Senior Management Experience in a nursing environment.
- Valid Annual Practice Certificate.
- Valid Driver's License.
- Leadership Management Programme to be regarded as an added advantage.
- Working experience within a health regulatory environment will be regarded as an added advantage.

**OTHER REQUIREMENTS**

- Extensive understanding and insightful working knowledge of Health and Nursing Legislation.



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website: [www.sanc.co.za](http://www.sanc.co.za)

### **KNOWLEDGE REQUIRED:**

- Contextual understanding of the Health Care System.
- Advanced Knowledge of nursing education practices.
- Advanced knowledge of professional practice practices.
- Understanding and insightful working knowledge of Higher Education Legislation and Policies
- Basic knowledge of relevant financial legislation, rules and practices.
- Demonstrable track record of driving cutting edge operational excellence amongst others, the planning, developing and implementation best practice, policies, systems and processes
- Corporate Governance (e.g. Nursing Act, Companies Act, King IV Report and Code etc.) and Supply Chain Management.
- Leadership and management principles, performance management and development, mentoring and coaching.
- Delegation of authority framework.
- Contracting, negotiating, and change and diversity management.
- Changes and/or developments in laws, and organisational policies and procedures.
- Project management.
- Producing Council (Board) and Committees reports.
- Managing diverse teams.
- Development of business processes, policies and procedural guidelines.
- Understanding of the legislative and regulatory environment governing the Professional Affairs Division and statutory councils.

### **REQUIRED COMPETENCIES**

- Strategic Capability and Leadership.
- People Management and Empowerment.
- Programme and Project Management.
- Financial Management.
- Change Management.
- Knowledge Management.
- Service Delivery Innovation.
- Problem Solving and Analysis.
- Client Orientation and Customer Focus.
- Communication.
- Honesty and Integrity.

### **KEY PERFORMANCE AREAS:**

- Provide strategic leadership and management in the division by developing the operational plan and the budget.
- Contribute to the development and reviews of the SANC strategic and annual performance plan and reports.
- Develop and implement the divisional strategy in support of the organisational strategy.
- Contribute to the development of relevant legislation.

- Develop legislation and standards relevant to nursing profession.
- Overseeing the development of policies, SOPs, Business Processes and guidelines relevant to the Nursing Profession.
- Oversee the management of the Professional Practice Department, Learner Affairs Department and Provider Affairs Department.
- Lead the development, review and implementation of the processes and systems within nursing practice.
- Lead the development, review and implementation of the processes and systems within nursing education.
- Provide leadership and guidance on matters of the Nursing Profession
- Develop and oversee the implementing, monitoring and reporting on Internal Controls to ensure compliance within the Professional Affairs Division.
- Manage the risk for the areas of responsibility within the SANC.
- Provide expert advice and reports in the area of Professional Practice to Management, Council and its Committees.
- Ensure compliance to legislation, SANC policies and SOPs.
- Provide technical support to the organization in driving transformation and change management initiatives.
- Manage Governance, Accountability, and reporting for areas of responsibility.
- Build and maintain relations with relevant stakeholders and critical partners.
- Perform ad hoc tasks as delegated by the line manager/ supervisor.
- Manage Resources (Human, Financial, Physical and Information).

**NB:** Applications must be completed in full on the prescribed form, obtainable from the SANC website ([www.sanc.co.za](http://www.sanc.co.za)). Applications may be e-mailed to [dr@sanc.co.za](mailto:dr@sanc.co.za).

**Incomplete applications or those which do not meet the above requirements will not be considered.**

All applications must be accompanied by certified (not older than six months) copies of identity document and all relevant educational and professional qualifications as well as proof of professional registration, together with an up-to-date, detailed curriculum vitae (CV) including information on key performance areas and three contactable references, including the most recent employer. Foreign qualifications must be accompanied by a SAQA evaluation certificate.

The SANC will conduct background checks (e.g. employment verification and reference checks as indicated on the CV, as well as in respect of criminal record, citizenship, financial records, qualifications, driver's license and professional registration, if applicable). First preference will be given to South African citizens.

The successful candidate will be appointed on a 12-month probation basis and will be permanently employed if all of the performance requirements are met during probation. Candidates may be subjected to practical tests and a competency-based assessment, determined by the SANC.

**Please note:** Correspondence will be limited to shortlisted candidates only; therefore, if you have not been contacted within four (4) months of the closing date of this advertisement, please accept that your application was not successful. The SANC is committed to employment equity and therefore people living with disabilities are encouraged to apply. Enquiries may be directed to Mr. Mbongiseni Ntuli at tel. no. (012) 426 9533. The South African Nursing Council