

Advert reference number: LM – Cen013

Professional Nurse (NIMART) Lead X 3

Main purpose of the job

To initiate ART, manage HIV/TB clients, provide PICT and manage minor ailments in support of achievement of APACE programme targets; to lead the community-level team in the implementation of the APACE programme, and in quality improvement activities to ensure quality of care for HIV/TB clients (both children and adults).

Location

Tshwane

Key performance areas

Clinical care and treatment

- Provide HTS at all service points at the community.
- Examine and treat HIV infected patients.
- Treat opportunistic infections diagnosed.
- Prescribe appropriate treatments.
- Provide ART and prophylaxis according to DoH guidelines.
- Identify and refer patients with ART failure or complications.
- Support counsellors to manage adherence issues in patients on ART.
- Facilitate services such as down- and up-referrals from Community to facilities.
- Assist with development and implementation SOP's that will improve the running of the community HTS e.g. up -referral SOP.
- Treat patients with HIV and other concomitant diseases or refer where appropriate.
- Provide comprehensive follow-up services for patients on treatment as required
- Implement programme activities in HTS and non-clinical prevention such as testing for HIV in TB patients, FP and STI, condom distribution, male circumcision and pre- and post-treatment adherence.

Programme implementation and Quality improvement (QI):

- Regularly conduct clinical and SIMS audits to identify community level gaps in programme implementation and clinical care.
- Monitor and review the implementation and progress of community level implementation plans in conjunction with relevant stakeholders and the RHI APACE team.
- Regularly monitor and track community performance in relation to programme targets.
- Implement remedial plans to address identified gaps, together with the community team.
- Support the identification, implementation and monitoring of QI projects, taking into consideration the needs and priorities of the clinic.
- Track changes made that lead to improved outcome measures at the facility level.
- Review challenges and achievements and escalate challenges timeously.
- Report accurate data on activities conducted, according to data reporting requirements.
- Compile and disseminate reports on community implementation, according to agreed reporting requirements.
- Act as the first point of contact for APACE activities at the community level.

Staff management and capacity development

- Supervise and manage line reports in keeping with Wits RHI policies and procedures
- Attend to all staffing requirements and administration.
- Supervise and manage the duties of subordinates to ensure optimal staff utilisation and maintenance of sound labour relations.
- Perform and facilitate performance development and assessments.
- Identify substandard performance by team members and take necessary corrective action.
- Coach and train subordinates and team members to ensure the acquisition of knowledge and skills required by the organisation.
- Identify training gaps at facilities and arrange with the training department the necessary trainings
- Facilitate skills transfer from programme staff to DOH counterparts.
- Promote harmony, teamwork and sharing of information

Effective self-management and performance ownership

- Take ownership and accountability for tasks and demonstrates effective self-management.
- Follow through to ensure that quality and productivity standards of own work are consistently and accurately maintained.
- Maintain a positive attitude and respond openly to feedback.
- Take ownership for driving own career development by participating in ongoing training and development activities such as conferences, workshops etc.

Required minimum education and training

Relevant Nursing diploma or equivalent

Professional Body Registration

South African National Council (SANC)

Required minimum work experience

Minimum 3 years' experience in public health and NiMART **certificate is compulsory**

Desirable additional education, work experience and personal abilities

- Certification/experience in HIV Management.
- Sound technical knowledge PMTCT, Adult HIV, TB-HIV integration, Paediatric treatment and care. Knowledge of national, provincial and district health structures.
- Experience working in a donor funded organization / NGO or project-based environment.
- Knowledge of clinical systems and data management.
- Exceptional organizational and administrative skills together with working knowledge of Microsoft Office. Ordered and systematic in approach to tasks.
- Attention to detail.
- Pro-active, able to exercise discretion and independent decision-making.
- Able to prioritize own work load and work towards deadlines.
- Self-motivated, able to work independently and work as part of a multidisciplinary team.
- Able to speak other African languages.

Demands of the job

- Initiation of patients to ARV in the community
- Willingness to work in the community
- May be required to travel from one testing area to another
- Willingness to work overtime and after hours
- Must be contactable after working hours.
- May be required to work at sites that are under resourced and operate in a highly pressurized environment.

Communications and relationships

Maintain effective working relationships with Senior Management and WRHI staff at all levels. Communicate effectively with all external stakeholders such as donors, Department of Health (DoH), medical and academic institutions, community and other partner organizations

Should you be interested in applying for this vacancy, please submit (1.) a cover letter (maximum one page) that clearly states which vacancy you are applying for and (2.) a detailed CV to: **Lerato Mafafo** at **lmafafo@wrhi.ac.za**

The closing date for all applications 17 March 2019