

Advert reference number: DM– 003 2018

Professional Nurse NiMART

The Wits Reproductive Health and HIV Institute (Wits RHI) is a renowned African-led research institute that seeks solutions to Africa's health challenges.

It is located within the University of the Witwatersrand and addresses some of the greatest public health concerns affecting our region, including HIV and its related problems, sexual and reproductive health and vaccinology. We do this through pioneering, multi-disciplinary research; responsive technical support and innovation in health services; and evidence-based policy development and advocacy with national, regional and global stakeholders.

Main purpose of the job

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

Location

Wits RHI – Tshwane Region 1 to 7

Key performance areas:

Clinical care and treatment:

- Provide HTS at all service points at the clinic.
- 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.
- Assist with development and implementation SOP's that will improve the running of the clinic 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.
- Implement programme activities in PMTCT such as pediatric diagnosis, care and treatment, reproductive Health, including family planning, general adult HIV treatment and chronic care, HIV wellness programmes,

Tuberculosis screening and care, Nurse-initiated and managed ART.

Programme implementation and Quality improvement (QI):

- Regularly conduct clinical and SIMS audits to identify facility level gaps in programme implementation and clinical care.
- Monitor and review the implementation and progress of facility level implementation plans in conjunction with relevant stakeholders and the RHI team.
- Regularly monitor and track facility performance in relation to programme targets.
- Implement remedial plans to address identified gaps, together with the facility 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 facility implementation, according to agreed reporting requirements.
- Act as the first point of contact for activities at the facility level.
- 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.
- 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 Nursing Council

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.
- Certification/experience in HIV Management.

Should you be interested in applying for this vacancy, please submit a cover letter (maximum one page) that clearly states, which vacancy and region you are applying for and a detailed CV to: **Disego Matlawa** at **vacancy4@whri.ac.za**

The closing date for the vacancy is 14 September 2018