



## **UNIVERSITY OF CAPE TOWN / NATIONAL HEALTH LABORATORY SERVICE**

### **PROFESSOR / ASSOCIATE PROFESSOR AND HEAD OF DIVISION: CHEMICAL PATHOLOGY FACULTY OF HEALTH SCIENCES**

#### **INFORMATION SHEET & JOB DESCRIPTION**

#### **UNIVERSITY OF CAPE TOWN**

The University of Cape Town, founded in 1829, is one of the world's leading universities and ranked the highest in Africa. The University seeks to be "an outstanding teaching and research institution, educating for life, and addressing the challenges facing our society". Part of its mission is to be an 'Afropolitan' institution, by creating centres of research and teaching excellence that will bring together academics from South Africa, the rest of Africa and the world.

UCT is a medium-sized institution of some 30 000 students and about 7 000 staff. Academically, the University is divided into six Faculties (Commerce, Engineering and the Built Environment, Health Sciences, Humanities, Law and Science), the Centre for Higher Education Development and the Graduate School of Business. Teaching and research are underpinned by Professional and Support Departments.

UCT's key strategic objectives include: to be research-led; to use its resources to contribute locally, nationally, regionally and internationally; to promote transformation in its institutional culture and in the composition of staff and students in order to address the inequities of the past; and to maintain itself as a medium-sized institution.

#### **THE FACULTY OF HEALTH SCIENCES**

Marking its 100th anniversary in 2012 as the oldest medical school in sub-Saharan Africa, UCT's Faculty of Health Sciences has a prestigious reputation for medical achievement and ground-breaking research that has impacted on health globally. It is also known for having trained some of the best health practitioners and health scientists internationally.

UCT plays a vital role in advancing South Africa's health, by responding to local problems in the context of global health challenges through training, research and service. The Faculty Strategic Plan reflects the Primary Health Care approach, policy-relevant and socially responsive research and teaching, a commitment to transformation and a cultural identity in keeping with an institution with African roots.

The Faculty comprises of 14 academic departments: Anaesthesia & Perioperative Medicine, Department of Medicine, Health and Rehabilitation Sciences, Health Sciences Education, Human Biology, Integrative Biomedical Sciences, Obstetrics and

Gynaecology, Paediatrics and Child Health, Pathology, Psychiatry and Mental Health, Public Health and Family Medicine, Radiation Medicine and Surgery and the Department of Family, Community and Emergency Care. In addition to the academic departments the Faculty also has the Institute of Infectious Disease and Molecular Medicine (IDM) and many other research units, centres and institutes.

The Faculty has approximately 1 600 academic, research and scientific/technical staff including over 200 professors and associate professors, as well as over 200 part-time academic, research and scientific/technical staff. Academic staff members in the clinical disciplines are jointly employed by UCT and the Western Cape Government: Department of Health (WCG: DoH), or by UCT and the National Health Laboratory Service (NHLS).

The Faculty offers undergraduate degree programmes in medicine, physiotherapy, occupational therapy and communication sciences as well as a large number of postgraduate degrees at diploma, honours, masters and doctoral levels (including medical specialisations). In Health Sciences, in more recent years, our student demography reflects a largely postgraduate Faculty. The main teaching hospitals are Groote Schuur Hospital and Red Cross War Memorial Children's Hospital; student training also takes place at secondary and primary health care facilities in the broader Western Cape community.

The Faculty has a strong tradition of basic clinical health systems and public health research. Funding for research is available on a competitive basis from both the public sector- principally the South African Medical Research Council and the National Research Foundation - and international as well as other local funders. Details of research in the Faculty are given in the University's annual research report <https://uct.ac.za/research-innovation-publications/research-reports>

## **DEPARTMENT OF PATHOLOGY**

The Department of Pathology consists of the Divisions of Chemical Pathology, Anatomical Pathology, Haematology, Human Genetics, Immunology, Medical Microbiology, Medical Virology and Forensic Medicine. The Department of Pathology is spread across the Faculty of Health Sciences, Groote Schuur Hospital, Red Cross War Memorial Children's Hospital and the Salt River Mortuary, and provides a comprehensive pathology service, through partnerships between UCT, NHLS, and WCG.

The NHLS is the largest diagnostic pathology service in South Africa, with the responsibility of supporting the national and provincial health departments in the delivery of healthcare. The NHLS provides laboratory and related public health services to over 80% of the population through a national network of laboratories. The present joint agreement between the NHLS and UCT provides for the clinical training of undergraduate and postgraduate students, and for clinical service by staff. Many of the academic staff in the Department are jointly appointed staff (UCT and NHLS).

## **DIVISION OF CHEMICAL PATHOLOGY**

### **Clinical and Social Responsiveness**

The Division of Chemical Pathology has two academic diagnostic laboratories at C17 in Groote Schuur Hospital and in Red Cross War Memorial Children's Hospital, and several university research laboratories/facilities. These diagnostic and research laboratories are equipped with modern and sophisticated instrumentation. The diagnostic laboratories have comprehensive total quality management programmes in place, and are accredited by the South African National Accreditation System (SANAS) which

certifies the laboratories according to international standards set by the International Standards Organisation (ISO).

The C17 Laboratory at Groote Schuur Hospital provides a comprehensive routine analytical service for Groote Schuur Hospital, as well as for a number of other facilities including private and public sector hospitals, and more than 200 clinics. The laboratory serves as a regional and national referral centre for basic and more esoteric tests along with laboratory testing for clinical trials. The IMD Molecular Laboratory offers molecular diagnosis of inherited metabolic diseases (IMDs). IMDs are individually rare, but collectively common monogenic disorders affecting human metabolism.

The laboratory at Red Cross War Memorial Children's Hospital provides a basic routine diagnostic service for Red Cross Hospital. In addition, it offers specialised testing and consultation to assist with the biochemical and molecular diagnosis of rare IMDs. The specialised IMD diagnostic component serves the entire state sector in South Africa, as well as receiving several referrals from the private sector.

### **Research and Development**

The university research laboratories/facilities are located in the Falmouth Building of the Faculty of Health Sciences, which is in walking distance from the C17 Laboratory at Groote Schuur Hospital. These laboratories and facilities house several academic staff and students, as well as PASS staff. Currently, research is being undertaken in the broad fields of metabolic disease, lipidology, IMD (including biochemical, IMD molecular, and mitochondrial disease), toxicology, oxidative stress, and data analysis.

The Division of Chemical Pathology actively collaborates with several local, national and international research groups.

### **Teaching and Training**

Divisional academic teaching activities include undergraduate MBChB teaching, postgraduate Honours, Masters and PhD students in Chemical Pathology and Clinical Biochemistry, as well as the training of Chemical Pathologists. The Division's main teaching hospitals are Groote Schuur Hospital, in Observatory, and Red Cross War Memorial Children's Hospital, in Rondebosch, both in Cape Town. The academic staff complement includes Chemical Pathologists and Scientists, jointly appointed to UCT and the NHLS, as well as UCT and self funded Scientists. These staff members play an active role in teaching and training of students.

### **Leadership and Management**

The Division and its staff fulfil various local, national and international leadership and management roles in the field of Chemical Pathology, and the broader fields of laboratory medicine and pathology.

## **GENERAL CONDITIONS OF SERVICE**

### **Study and research leave**

Permanent full time staff on academic conditions of services who fulfil the standard requirements of teaching and learning, reasearch and administration are eligible to apply.

Study and research leave may be granted to a staff member to enable him/her to devote himself/herself to a period of uninterrupted study and/or research of a kind that will be of benefit to the University and scholarship generally.

### **Professional Indemnity Insurance**

The University reserves the right to require appointees to clinical posts to carry personal professional indemnity insurance, at their own cost, through a group scheme, a designated scheme or an approved scheme, if they wish to engage in any private clinical practice.

### **Medical Examination**

Appointment to the University's Retirement Fund (UCTRF) will be subject to a satisfactory medical report.

### **General**

Appointment is subject to approval by, and in terms of, the agreement entered into between the University of Cape Town and the National Health Laboratory Service.

The University reserves the right to appoint a person other than one of the applicants, or to make no appointment.

## **JOB DESCRIPTION**

**JOB TITLE:** *Head of Division of Chemical Pathology*

**LOCATION:** *Falmouth Building, Faculty Health Sciences*

*This permanent post is on the establishment of the University of Cape Town under the Joint Agreement with the National Health Laboratory Service*

### **1. JOB PURPOSE**

To lead, consolidate and manage the Division of Chemical Pathology within the context of South Africa, the African Continent and internationally. To input into teaching, training, research and service provision, including the assimilation, evaluation and translation of knowledge into quality standards for the discipline; to ensure that the investigation and diagnosis of disease within the discipline is conducted in accordance with current "best practice" throughout the NHLS. The essence of headship is to give academic leadership to the Division, to be concerned about its scholarship, its teaching and its standards, to develop its staff, and to grow it into a well-functioning academic unit.

### **KEY PERFORMANCE AREAS**

The staff member undertakes to focus and to work actively towards the promotion and implementation of the Key Performance Areas within the policy framework and procedures of the University of Cape Town and the National Health Laboratory Service.

The following are required:

#### **1.1 Management and Leadership**

- Promote research, training and teaching in Chemical Pathology relevant to South Africa, and the African continent
- Interface with National Health Laboratory Service and other stakeholders for the development of evidence-based guidelines for the practice of Chemical Pathology
- Promote inter-disciplinary, multi-professional and inter-sectoral collaborative teamwork for the ongoing development of Chemical Pathology through laboratory service, education and research initiatives
- Provide active leadership in formulating and implementing strategies for the promotion and advancement of the discipline of Chemical Pathology at UCT and in the NHLS at local, regional and national level
- Raise funding for ongoing relevant research in Chemical Pathology
- Be responsible for staff planning (including succession planning), staff development, and the oversight and development of the departmental employment equity plan
- Support and endeavour to execute the joint and specific mandates of the NHLS
- Contribute to resource planning of UCT staff to ensure delivery of the teaching and research mandates
- Contribute to resource planning of NHLS joint appointment staff to ensure delivery of the service mandate

#### **1.2 Teaching & Training**

- Develop appropriate undergraduate and postgraduate curricula (including courses) for Chemical Pathology which include primary health care approaches, issues related to human rights/equity, and health service provision across different levels of health care (i.e. primary, secondary, tertiary and quaternary)
- These curricula should include clinicians working in the public and private sectors and students at under- and postgraduate levels in South Africa, Africa and beyond
- Oversee selection of registrars. Determine, review and update comprehensive learning objectives and training programmes. Develop and maintain an excellent registrar training platform
- Develop and sustain an active scientist (Interns, MSc, PhD & MPhil) training programme
- Generate an academic environment that is conducive to student learning and staff development in order to fulfill the Divisional obligations and responsibilities of the University, which includes providing academic staff for undergraduate and postgraduate teaching
- Promote and facilitate intra- and interdisciplinary academic activities in line with the strategic vision of the Department of Pathology
- Promote and facilitate the training of staff allied to service provision including registrars, technologists, or other relevant categories of staff

### **1.3 Research & Development**

- Develop a strong research programme for Chemical Pathology
- Conduct research. Support and supervise research projects at all academic levels in Chemical Pathology. Provide support and mentorship to academic staff.
- Establish and promote research and development into new and/or enhanced technologies in order to improve the scope, quality, cost-effectiveness and turnaround times of diagnostic pathology service delivery within a setting of limited financial and human resources
- Design, evaluate, review, revise and approve research, and/or clinical trial protocols, to ensure that the methodology is sound and divisional participation is appropriate to ensure that the research question is addressed in an adequate and efficient manner
- Champion capacity building and dissemination of knowledge through the development and promotion of Continuing Professional Development (CPD) activities within the Department, and throughout the organisation, and by actively guiding policy development based on up-to-date knowledge and current accepted "Best Practice", including active participation in NHLS Expert Committee activities and deliberations
- Nurture collaboration between the division, and national and international research groups and academic departments

### **1.4 Clinical and Social Responsiveness, and Service**

- Coordinate the development of accessible, affordable and acceptable Chemical Pathology services throughout the public sector and provide evidence through research that supports these initiatives
- Develop and implement guidelines for the delivery of effective services for the NHLS

- Sustain relevant laboratory infrastructure to support efficient and appropriate services and research
- Initiate, develop and sustain community partnerships for the promotion of the Division, and to ensure that community development is a two-way dynamic partnership that benefits all participants
- Foster partnerships with the NHLS and WCG, as well as other stakeholders such as practitioners in the public and private health sectors
- Be responsible for committing to final opinion on challenging diagnostic patient investigations, for directed referrals, and for the capacity of registrar/junior pathologist supervision as required
- Be accountable for the design, development and maintenance of the quality system that governs the laboratory and service components of the Department to ensure compliance with the principles of Good Laboratory Practice and the fulfilment of SANAS accreditation requirements
- Develop and implement guidelines for the delivery of effective Chemical Pathology services across all levels of care (i.e primary, secondary, tertiary and quaternary)
- Sustain relevant laboratory infrastructure to support efficient and appropriate services and research in Chemical Pathology
- Promote engagement with the national health care policies through teaching and research
- Develop national coverage and support to regional hospitals and laboratories, while demonstrating capacity enhancement

*(The NHLS performance agreement for Medical Specialists is available on request)*

## **2. CHARACTERISTICS OF THE INCUMBENT**

### **Knowledge**

- Registered with the HPCSA as a specialist in the medical discipline of Chemical Pathology or as a diagnostic medical scientist highly relevant to the discipline.
- In depth knowledge and expertise in the discipline of Chemical Pathology
- Skills and experience in undergraduate and post graduate teaching
- Knowledge of the health sector and its services, health equity, and human rights for health, as it pertains to Chemical Pathology
- Knowledge of research methods including knowledge as it pertains to the science of the discipline

### **Skills and Abilities**

- Excellent leadership and interpersonal qualities
- Research skills and leadership of a multi-disciplinary team of researchers
- Skills and experience in under- and post-graduate teaching and supervision
- Ability to build and maintain effective partnerships and relationships with internal and external stakeholders at a national level
- Ability to consult and mentor
- Ability to identify and translate strategic needs into a practical set of objectives and an action plan
- Proven track record of research
- Proven ability to generate funding for sustainable research

**Qualifications and experience**

- Ad Hominem recognition as full Professor, or Associate Professor, with FC Path (Chem)/MMed or PhD degree highly relevant to the discipline of Chemical Pathology
- Registration with the HPCSA as a health professional in the applicable discipline
- Minimum seven (7) years post-highest qualification experience of which at least four (4) years in senior management at an academic institution
- Evidence of significant international collaboration and peer review, including publications, invited presentations/lectures and international recognition as an expert in their field of expertise.
- Prior supervision of postgraduate research up to the level of PhD
- An NRF rating is highly desirable