

NATIONAL DEPARTMENT OF HEALTH

It is the Department's intension to promote equity (race, gender and disability) through the filing of this post with a candidate whose transfer /promotion / appointment will promote representivity in line with the numeric targets as contained in our Employment Equity plan.

APPLICATIONS: Kone Solutions has been retained to handle responses for the following advertised positions of National Department of Health. Please forward your application via email to: rh@konesolutions.co.za or hand deliver your application to: The Director-General, National Department of Health, Private Bag X399, Pretoria. 0001. Hand delivered application may be submitted at Reception (Brown Application Box), Dr AB Xuma Building, 1112 Voortrekker Rd, Pretoria Townlands 351-JR (quoting the relevant reference number).

FOR ATTENTION: Ms Tumi Morake, during office hours (08:30am - 16:00pm)

NOTE: All short-listed candidates for SMS posts and Non-OSD Technical posts remunerated at SMS levels will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment batteries. Applications should be submitted on the new Z83 form obtainable from any Public Service department and should be accompanied by a CV (previous experience must be comprehensively detailed). The Z83 must be fully completed (all sections), failure to complete or disclose all information will automatically disqualify the applicant. Applicants are not required to submit copies of qualification and other relevant documents on application. Certified copies of qualifications and other relevant documents will be requested prior to final selection phase. Applications should be on one PDF format. Applications received after the closing date and those that do not comply with the requirements will not be considered. It is the applicant's responsibility to have foreign qualifications and national certificates (where applicable) evaluated by the South African Qualification Authority (SAQA). The Department reserves the right not to fill the posts. The successful candidate will be subjected to personnel suitability checks and other vetting procedures. Applicants are respectfully informed that correspondence will be limited to short-listed candidates only. If notification of an interview is not received within three (3) months after the closing date, candidates may regard their application as unsuccessful. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications.

**POST: CHIEF-DIRECTOR: HEALTH CARE BENEFITS AND PROVIDER PAYMENT (FIVE YEAR CONTRACT)
(REF NO: NDOH 44/2022)**

SALARY: An all-inclusive remuneration package of R1,269.951 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines

CENTRE: Chief Directorate: Health Care Benefits and Provider Payment, Pretoria

REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognized by SAQA in Public Health, Economics or Actuarial Science. A postgraduate qualification (NQF level 8) in relevant discipline such as Decision Science, Health Economics, Operations Research, Biostatistics, Epidemiology, or related Quantitative Social Science field would be an advantage. At least five (5) years' experience at a senior management level in the design of health care benefits and provider payment mechanisms and services. Expert knowledge of Excel and VBA (Visual Basic for Applications) experience. Intimate knowledge of health benefit design, Health Needs Assessments, Health Technology Assessment and National Health Insurance Plan. Knowledge of other programs such as Python, R, and SQL will be an added advantage. Good communication (verbal and written), problem solving, organizational, decision making, interpersonal, assertiveness, planning, customer service, team management and computer skills (MS Office packages). Self-motivated and ability to work independently. A valid driver's license. SMS pre-entry Certificate is required for appointment finalisation.

DUTIES: Design health care benefits methodology and capacity for primary health care (capitation) and hospital care. Develop methodology and capacity for conducting health needs assessments. Develop methodology and capacity for health technology assessment (HTA). Develop methodology and capacity for coding health care benefits and packages. Develop provider payment mechanisms and rates.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

**POST: CHIEF- DIRECTOR: RISK AND FRAUD MANAGEMENT (FIVE YEAR CONTRACT)
REF NO: NDOH 45/2022)**

SALARY: An all-inclusive remuneration package of R1,269.951 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

CENTRE: Chief Directorate: Risk and Fraud Management. Pretoria.

REQUIREMENTS: An undergraduate qualification (NQF 7) as recognised by SAQA in Fraud/Risk Management. Studies in Financial Management or Accounting or Auditing will be an advantage. At least five (5) years' experience at a senior management level in the risk and fraud management field. Knowledge of Fraud/Financial crime prevention and detection systems and related business processes as well as knowledge of King IV governance. Ability to operate a computer and telecommunications equipment and systems as well as being familiar with the following systems, among others: MS Office (Word and Excel) and risk management software. Good problem

solving, critical thinking, accuracy, communication (written and verbal), decision making, objectivity, resilience, interpersonal, assertiveness, customer service, planning, organisational and team management skills. A valid driver's licence. SMS pre-entry Certificate is required for appointment finalisation.

DUTIES: Develop, manage and implement sound risk management and promote governance within the NHI. Develop, manage and implement the strategy to reduce fraud, corruption and maladministration. Identify, measure fraud risks and take steps to mitigate identified risk. Develop and implement fraud compliance processes and procedures. Design and develop fraud risk controls and conduct fraud risk assessments.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: CHIEF- DIRECTOR: USER & SERVICE PROVIDER MANAGEMENT (FIVE YEAR CONTRACT)

REF NO: NDOH 46/2022)

SALARY: An all-inclusive remuneration package of R1,269.951 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

CENTRE: Chief Directorate: User and Service Provider Management. Pretoria.

REQUIREMENTS: An undergraduate qualification (NQF 7) as recognised by SAQA in Computer Science or ICT. A post-graduate qualification (NQF 8) in management or health related field will be an advantage. At least five (5) years' experience at a senior management level in health sciences or related. Proven experience and knowledge of health provider accreditation, quality and complaints management and related business processes. Extensive ability to operate a computer and telecommunications equipment and systems. Good problem solving, critical thinking, accuracy, communication (written and verbal), decision making, objectivity, resilience, interpersonal, assertiveness, customer service, planning, organisational and team management skills. A valid driver's licence. SMS pre-entry Certificate is required for appointment finalisation.

DUTIES: Develop and manage primary health care accreditation and hospital accreditation methods and operating procedure. Develop and manage purchasing and contracting methods and operating procedures for primary health care contracting and hospital contracting. Develop and manage performance monitoring methods and operating procedures for service delivery monitoring and evaluation. Develop and manage a complaint management and resolution system (CMRS) and establish and run a user care and call centre. Develop and manage a Patient Registration System, including methods and operating procedures for maintaining its currency.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: SENIOR SOFTWARE DEVELOPMENT ENGINEER (REF NO: NDOH 47/2022)

SALARY: An all-inclusive remuneration package of R1,269.951 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

CENTRE: Chief Directorate: Digital Health Information System. Pretoria.

REQUIREMENTS: An undergraduate qualification (NQF 7) as recognized by SAQA in Computer Science or ICT. At least five (5) years' experience at senior management level in installing, configuring and troubleshooting UNIX/Linux based environments. Experience in the administration and performance tuning of application stacks e.g. Tomcat, JBoss, Apache, Ruby and NGINX. Cloud, virtualisation and containerization e.g. VMware, Virtual Box. Understanding of both operational and scope aspects of projects. Experience with monitoring systems, automation software like Puppet, cfengine, Chef. Knowledge of OSI network layers, TCP/IP, data architecture and programming, interpretation of technical requirements into an overall system planning that makes the best working capability at reasonable cost, the health sector (Basic), National Health Insurance Plan, Public Service Regulation and Public Service Act and National Health Act/Bill. Good shell scripts, Perl, Ruby, Python, conflict and people management, information security, analytical, ethical behaviour, communication (written and verbal), customer service, planning, organisational, computer (MS Office), stakeholder, time and team management skills. Ability and willingness to travel. A valid driver's licence. SMS pre-entry Certificate is required for appointment finalisation.

DUTIES: Manage and monitor all installed systems and infrastructure to proactively ensure the highest levels of systems and infrastructure availability. Support installation, configuration, testing and maintenance of operating systems, application software and system management tools. Monitor and test application performance for potential bottlenecks, identify possible solutions, and work with developers to implement those fixes. Actively maintain security, backup, and redundancy strategies for NHI IS Infrastructure. Write and maintain custom scripts to increase system efficiency and lower the human intervention time on any tasks.

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DIRECTOR: PROVIDER PAYMENT MECHANISM AND RATES (FIVE YEAR CONTRACT)

(REF NO: NDOH 48/2022)

SALARY: An all-inclusive remuneration package of R1, 073, 187 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

CENTRE: Chief Directorate: Health Care Benefits and Provider Payment Design, Pretoria

REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognized by SAQA in Finance or Accounting, Economics, or Actuarial Science. A postgraduate qualification (NQF level 8) in relevant discipline such as Finance or Accounting, Health Economics, or related Quantitative Social Sciences field would be an advantage. At least five (5) years' experience at a middle management level in Health Economics/ Accounting conducting sophisticated quantitative analyses and proven economic research output relating to health economic modelling techniques. Experience developing health-focused econometric models using decision analysis software. Expert knowledge of Excel and VBA (Visual Basic for Applications) experience. Intimate knowledge of health benefit design and payment, and National Health Insurance Plan. Knowledge of CPT coding, ICD-10 and other international coding systems and understanding of medical terminology. Knowledge of other programs such as Python, R, and SQL. Good communication (verbal and written), problem solving, organizational, decision making, interpersonal, assertiveness, planning, customer service, team management and computer skills (MS Office packages). Self-motivated and ability to work independently. A valid driver's license. SMS pre-entry Certificate is required for appointment finalization.

DUTIES: Review the existing data collection and reporting process in health care facilities; the flow of funds; identify changes needed to move from input-based payment to prospective payment (e.g. DRG), as well as opportunity for and constraints to changes. Develop an approach to on-going revisions of the provider payment system, and develop, pilot, and implement new provider payment mechanisms. Determine the nature of provider payment mechanisms and adopt additional mechanisms, including capitation for PHC and DRG for hospitals. Define cost modelling methodology and required data sets and develop costing manual and determine the prices of health care services/drugs/consumables to be paid by the NHIF based on developed costing manual. Prepare information for the public on the prices of services/drugs/consumables included in the Health Care Benefits.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DIRECTOR: MEDICAL DEVICES AND HEALTH TECHNOLOGY PROCUREMENT MANAGEMENT
(FIVE YEAR CONTRACT) (REF NO: NDOH 49/2022)

SALARY: An all-inclusive remuneration package of R1, 073, 187 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

CENTRE: Chief Directorate: Health Products Procurements, Pretoria

REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognized by SAQA in Biomedical Engineering, Pharmacy Biology, Nursing, Life Sciences, Public Health, Health Economics, or other related Health fields. A postgraduate qualification (NQF level 8) in Supply Chain management, a Biomedical Engineering degree would be an advantage. At least five (5) years' experience at a middle management level in health product supply chain management and price negotiations. Knowledge of Supply chain software and understand the principles of health product procurement. Good communication (verbal and written), problem solving, organizational, decision making, interpersonal, assertiveness, planning, customer service, team management and computer skills (MS Office packages). Self-motivated and ability to work independently. A valid driver's license. SMS pre-entry Certificate is required for appointment finalization.

DUTIES: Work with the Health Care Benefits Directorate in the development and maintenance of the Formulary (comprised of the Essential Medicine List and Essential Equipment List) as well as a list of health-related products used in the delivery of health care services to determine the selection of medical devices and health technology to be procured for NHI providers. (SAHPRA approved products). Participate in the review of the Formulary annually, or more regularly if required, to take into account changes in the burden of disease, product availability, price changes and disease management. Develop a list of high-cost devices and equipment of potential value to NHIF service delivery and manage the national health products devices and equipment list (Formulary). Coordinate the supply chain management process and price setting for medical devices and health technology. Establish mechanisms to monitor and evaluate the risks inherent in the public procurement process and work closely with CD: Risk & Fraud Management to exclude risky practice.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DIRECTOR: HEALTH CARE BENEFITS (FIVE YEAR CONTRACT) (REF NO: NDOH 50/2022)

SALARY: An all-inclusive remuneration package of R1, 073, 187 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

CENTRE: Chief Directorate: Health Care Benefits and Provider Payment Design, Pretoria

REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognized by SAQA in Public Health, Economics or Actuarial Science. A postgraduate qualification (NQF level 8) in relevant discipline such as Decision Science, Health Economics, Operations Research, Biostatistics, Epidemiology, or related Quantitative Social Science field would be an advantage. At least five (5) years' experience at a middle management level in benefits design and coding. Expert knowledge of Excel and VBA (Visual Basic for Applications) experience. Intimate knowledge of health benefit design, Health Needs Assessments, Health Technology Assessment and National Health Insurance Plan. Knowledge of CPT coding, ICD-10 and other international coding systems and

understanding of medical terminology. Knowledge of other programs such as Python, R, and SQL will be an added advantage. Good communication (verbal and written), problem solving, organizational, decision making, interpersonal, assertiveness, planning, customer service, team management and computer skills (MS Office packages). Self-motivated and ability to work independently. A valid driver's license. SMS pre-entry Certificate is required for appointment finalization.

DUTIES: Develop methodology for strategic and operational planning for defining the composition of the Health Care Benefits, including health needs assessment, risk assessments (consider costs, cost-effectiveness), and monitoring and control of progress against strategic objectives, including defining the evidence-based comprehensive package of health services, medicines and consumables covered or specifically excluded from the Health Service Benefits. Develop methodology for and facilitate Health Needs Assessments for clinical interventions, pharmaceuticals and technologies. Develop and integrate a policy that links referral and portability of access to services to the benefits design. Develop methodology for, and facilitate, Health Technology Assessment (HTA) for clinical interventions, pharmaceuticals and technologies including specific health services to be added to the NHIF on an incremental basis and an approach to on-going revisions to the Health Service Benefits. Prepare information for the public on the list of Health Care Benefits for users.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DIRECTOR: BUSINESS INTELLIGENCE AND DATA ANALYTICS (FIVE YEAR CONTRACT) (REF NO: NDOH 51/2022)

SALARY: An all-inclusive remuneration package of R1, 073, 187 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

CENTRE: Chief-Directorate: Health System Digital Information, Pretoria

REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognized by SAQA in Health Sciences or Data Science. A postgraduate in Data Science, Information Systems, Public Health or Epidemiology would be an advantage. At least five (5) years' experience at a middle management level in data science, national level projects that included data governance, leading technical teams to develop products that support decision-making, dealing with health-related data and modelling and using data to solve real-world problems. Proven knowledge of data governance; strategic planning and Implementation; legal and operational compliance, research and development and policy development. Knowledge of the health sector, National Health Insurance Plan and applicable legislation such as the PFMA, Public Service Act and Regulations, SITA Act and Regulations, Access to Information Act, POPI Act etc. Good communication (verbal and written), strategic capability and leadership, people management and empowerment; programme and project management; financial management; change management, problem solving, decision making, interpersonal relations, time management, analytical, planning, organizing and computer skills (MS Office package). Self-motivated and ability to work independently and as part of a team. SMS pre-entry Certificate is required for appointment finalization. A valid driver's license.

DUTIES: Develop and manage Business Intelligence (BI) system including securing and maintaining the analytical platform and ensure adherence to quality control measure for all databases. Sourcing and curation of data required for NHI fund, its stakeholders and functions. Analyse and visualise data for decision making including improvements to the service delivery platform and the application of trend, regression and statistical modeling and scenario planning to support the efficient rollout of NHI. Facilitate the linkages of disparate databases and systems. Develop and maintain appropriate Geo Spatial Platform to support decision making

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DIRECTOR: PROJECT PORTFOLIO MANAGEMENT (FIVE YEAR CONTRACT) (REF NO: NDOH 52/2022)

SALARY: An all-inclusive remuneration package of R1, 073, 187 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

CENTRE: Chief Directorate: Health Systems Digital Information, Pretoria

REQUIREMENTS: An undergraduate qualification (NQF level 7) in Engineering or Business Administration. Post graduate qualification in project management will be an advantage. At least five (5) years' work experience in project, programme and portfolio management in the Health Sector at middle management level. Exposure through managing both Business and ICT projects will be an added advantage. A basic understanding of information systems development and implementation and ICT concepts, knowledge and understanding of the health systems, high level of emotional intelligence, ability to work in an unstructured environment requiring frequent changes based on political interference. Good problem solving, strategic thinking and management, organizational, resilience, communication (verbal and written), interpersonal, assertiveness, team management, adaptability, time management, ethical behavior and drive and self-management skills. Ability to work under high levels of pressure, independently and with a team. A valid driver's license. SMS pre-entry Certificate is required for appointment finalisation.

DUTIES: Define and manage an enterprise-wide project portfolio office which serves the needs of the NHI Digital Information and NHI Fund. Creation of a project governance framework based on NHIF requirements. Define and

refine enterprise project portfolio standards, governances' structures, roadmaps, modules, and tools to ensure implementation within the NHI Fund environment working through the NHI Digital information unit. Manage, guide, oversee and advise all approve projects and to validate all solutions within the NHIF and NHIDI unit environment. Create a matrix structure of project management and governance through the Project Portfolio Office that seeks to ensure that the various teams within the NHIDI unit are led and managed appropriately.

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DIRECTOR: INTERNAL FRAUD AND CORRUPTION INVESTIGATION UNIT (FIVE YEAR CONTRACT) (REF NO: NDOH 53/2022)

SALARY: An all-inclusive remuneration package of R1, 073, 187 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

CENTRE: Chief Directorate: Risk and Fraud Management, Pretoria

REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognized by SAQA in Finance, Accounting or related field (Fraud/Risk Management). A post graduate qualification (NQF 8) in relevant discipline such as forensic auditing will be an advantage. At least five (5) years' experience at middle management level in risk, compliance and fraud management. Knowledge of Risk management software, MS office, PFMA, Treasury regulations, government policies and procedures, government budget process and procedures, accounting legislation, financial and related transversal systems used by government, financial administration and the knowledge of National Health Insurance Plan. An understanding of compliance, regulations and laws. Good problem solving, innovative thinker, organizational, information evaluation, decision making, objectivity, resilience, communication (verbal and written), negotiation, conflict management, interpersonal, assertiveness, customer service, planning and team management skills. Ability to use data analytics and other methods to detect fraud, identify and analyse fraud schemes as well as reliable and thorough with a deep commitment to accuracy. Self-motivated and ability to work independently. A valid driver's license. SMS pre-entry Certificate is required for appointment finalisation.

DUTIES: Investigate internal fraud and corruption in the NHIF. Develop the capacity and procedures to be followed for investigating fraud and corruption in the health sector. Facilitate and undertake internal investigations of fraud and corruption. Monitor progress and report on outcome of fraud and corruption cases. Facilitate disciplinary cases for cases of fraud and corruption in the public health sector. Manage recovery of debt for fraud and corruption cases together with the criminal justice role-players.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DIRECTOR: FRAUD AND CORRUPTION PREVENTION (FIVE YEAR CONTRACT) (REF NO: NDOH 54/2022)

SALARY: An all-inclusive remuneration package of R1, 073, 187 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

CENTRE: Chief Directorate: Risk and Fraud Management, Pretoria

REQUIREMENTS: An undergraduate qualification (NQF 7) as recognized by SAQA in Finance/ Accounting or related field (Fraud/Risk Management). A post graduate qualification (NQF 8) in relevant discipline such as forensic auditing will be an advantage. At least five (5) years' work experience at middle management in risk and fraud management field. Knowledge of fraud/financial crime prevention and detection systems and related business processes as well as Risk management software and MS office. Knowledge of the National Health Insurance Plan. An understanding of compliance, regulations and laws. Good problem solving, innovative thinker, organizational, information evaluation, decision making, objectivity, resilience, communication (verbal and written), negotiation, conflict management, interpersonal, assertiveness, customer service, planning and team management as well as reliable and thorough with a deep commitment to accuracy skills. Self-motivated and ability to work independently. A valid driver's license. SMS pre-entry Certificate is required for appointment finalisation.

DUTIES: Develop, manage and implement sound risk management and promote governance within the NHIF. Develop, manage and implement the strategy to reduce fraud, corruption and maladministration. Identify and measure fraud risks and take steps to mitigate identified risk through development and implementation of fraud compliance processes and procedures. Conduct fraud risk assessments and design and develop fraud risk controls. Facilitate the implementation of a fraud prevention strategy.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: SPECIALIST: PROVIDER PAYMENTS MECHANISM (FIVE YEAR CONTRACT) (REF NO: NDOH 55/2022)

SALARY: An all-inclusive remuneration package of R1, 073, 187 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

CENTRE: Chief Directorate: Health Care Benefits & Provider Payment Design. Pretoria

REQUIREMENTS: An undergraduate qualification (NQF level 7) as recognized by SAQA in Finance or Accounting, Economics, or Actuarial Science. A postgraduate qualification (NQF level 8) in relevant discipline such as Finance or Accounting, Health Economics, or related Quantitative Social Sciences field would be an advantage. At least five (5) years' experience in costing and pricing of health care benefits at middle management level. Knowledge of the National Health Insurance Plan and patient registration and personal health records. Good communication (verbal and written), decision making, negotiation, conflict management, Interpersonal, customer service, planning, organizing, team management and computer skills (MS Office package). Self-motivated and ability to work independently. A valid driver's license. SMS pre-entry Certificate is required for appointment finalization.

DUTIES: Review the existing financial data collection and reporting process in health care facilities; the flow of funds; identify changes needed to move from input-based payment to prospective payment (e.g. DRG in hospitals), as well as opportunity for and constraints to changes, including development of an approach to on-going revisions of the provider payment system. Determine the financial implications (including ERP systems of providers) of provider payment mechanisms, contribute to the development, piloting, and implementation of new provider payment mechanisms, and propose adoption of additional mechanisms from a financial perspective. Determine the costs and prices of the evidence-based comprehensive package of health services, drugs and consumables covered or specifically excluded from the Health Service Benefits, develop an approach to on-going revisions of the costing of the Health Service Benefits and contribute financial (and finance management systems) inputs regarding the cost modelling methodology and required data sets, and contribute to the development and maintenance of a costing manual. Propose prices for clinical benefits and funding implications for specific health services to be added to the NHIF on an incremental basis. Contribute to the preparation of information for publication for citizens on the on the prices of services/drugs/consumables included in the Health Care Benefits.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: SPECIALIST ANALYST: KNOWLEDGE MANAGEMENT (2POSTS) (REF NO: NDOH 56/2022)

SALARY: An all-inclusive remuneration package of R1, 073, 187 per annum consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

CENTRE: Chief Directorate: Health System Digital Information. Pretoria

REQUIREMENTS: Bachelor of Science Degree (NQF 7). Post graduate qualification (NQF 8) in Health Economics or Public Health will be an advantage. At least five (5) years' experience in public health research and analytics research at middle management level. A passion for knowledge management and establishing communities of practices as well as strong strategic thinker, to identify high value cases studies or bodies of evidence to disseminate. Good strong quantitative analytics aptitude and working knowledge of qualitative analysis, problem solving, excellent communication (written and verbal) with all stakeholders, organisational, time management, resilience, assertiveness, ethical behaviour and drive and self-management skills. Ability to work independently and as part of a team. A valid driver's licence. SMS pre-entry Certificate is required for appointment finalization.

DUTIES: Interrogate analytical outputs from the NHI-digital platform to identify best practices and lessons learnt to be shared. Facilitate a learning platform to disseminate key resources to NHI related community of practices. Prepare annual performance report for NHI Digital Platform. Facilitate and organise sessions to support data driven decision making to improve NHI contracting performance measures. Manage the monitoring and evaluation and research activities of the fund.

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: MEDICAL SPECIALIST: PUBLIC HEALTH (FIVE YEAR CONTRACT) (REF NO: NDOH 57/2022)

SALARY: Grade 1: R 1 122 630 – R 1 191 510 per annum.

Grade 2: R 1 283 592 – R 1 362 363 per annum.

Grade 3: R 1 489 665 – R 1 862 412 per annum.

CENTRE: Chief Directorate: User and Provider Management, Pretoria

REQUIREMENTS: Grade 1: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) plus current registration with the HPCSA as a Medical Specialist. Grade 2: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist plus a minimum of five (5) years' appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist. Grade 3: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist plus a minimum of ten (10) years' appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist. A postgraduate qualification (NQF 8) in Public Health will be an advantage. Plus five (5) years' work experience with electronic health records and PHC medical records. Comprehensive knowledge of patient registration and personal health. Knowledge of the National Health Insurance Plan and understanding of the South African Health Care System. Good communication (verbal and written), decision making, interpersonal, customer service, planning, organizing, team management and computer skills (MS Office package). A valid driver's license.

DUTIES: Collaborate with Dept Home Affairs and the Cluster ICT (Digital Information) to register every eligible user on the Health Patient Registration System (HPRS), linked to the National ID database and Automated Fingerprint

Identification System (AFIS). Develop and maintain policy and procedures to improve registration through linking of births to the HPRS, and of managing health records after deaths. Develop and maintain policy procedures to standardise the common part of a national electronic patient record, linking benefit, diagnosis and procedure codes to individual patient records. Develop and maintain policy and procedure to link the details of treatment administered including medicines dispensed, equipment used, diagnostic tests ordered to individual patient records. Develop and maintain policy and procedure to link the establishment and provider that cares for a patient, including tracking User referrals

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: MEDICAL SPECIALIST: PHC & OP ACCREDITATION (FIVE YEAR CONTRACT) (REF NO: NDOH 58/2022)

SALARY: Grade 1: R 1 122 630 – R 1 191 510 per annum.

Grade 2: R 1 283 592 – R 1 362 363 per annum.

Grade 3: R 1 489 665 – R 1 862 412 per annum.

CENTRE: Chief Directorate: User and Provider Management, Pretoria

REQUIREMENTS: Grade 1: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) plus current registration with the HPCSA as a Medical Specialist. Grade 2: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist plus a minimum of five (5) years' appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist. Grade 3: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist plus a minimum of ten (10) years' appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist. A postgraduate qualification (NQF 8) in Public Health will be an advantage. Plus five (5) years' work experience with accreditation and quality compliance. Comprehensive knowledge of patient registration and personal health. Knowledge of the National Health Insurance Plan and understanding of the South African Health Care System. Good communication (verbal and written), decision making, interpersonal, customer service, planning, organizing, team management and computer skills (MS Office package). A valid driver's license.

DUTIES: Develop and maintain an appropriate staggered methodology for accreditation standards, and the procedures for accreditation, including minimum required range of personal health care services specified, appropriate number and mix of health care professionals, in accordance with guidelines, to deliver the health care services specified, adherence to health care referral pathways, etc. Develop, publish and revise accreditation regulations and published guidelines. Develop and maintain an appropriate staggered methodology for physical inspection and checks to verify that health care providers who are already certified complaint by the Office of Health Standards Compliance (OHSC) meet their awarded prescribed accreditation standards. Collaboration with the Digital Systems unit develop, maintain, analyse and monitor the registry of NHIF accredited health care providers. Develop and implement a method for monitoring continued compliance of the health care providers with their accreditation standards and status.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: MEDICAL SPECIALIST: PHC AND OP CONTRACTS (FIVE YEAR CONTRACT) (REF NO: NDOH 59/2022)

SALARY: Grade 1: R 1 122 630 – R 1 191 510 per annum.

Grade 2: R 1 283 592 – R 1 362 363 per annum.

Grade 3: R 1 489 665 – R 1 862 412 per annum.

CENTRE: Chief Directorate: User and Provider Management. Pretoria

REQUIREMENTS: Grade 1: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) plus current registration with the HPCSA as a Medical Specialist. Grade 2: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist plus a minimum of five (5) years' appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist. Grade 3: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist plus a minimum of ten (10) years' appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist. A postgraduate qualification (NQF 8) in Public Health will be an advantage Plus five (5) years' work experience with health provider contracting from a clinical perspective. Comprehensive knowledge of patient registration and personal health. Knowledge of the National Health Insurance Plan and understanding of the South African Health Care System. Good communication (verbal and written), decision making, interpersonal, customer service, planning, organizing, team management and computer skills (MS Office package). A valid driver's license.

DUTIES: Provide clinical inputs for the development of performance based contracting methodology, including performance indicators, quality indicators, contract monitoring and payment terms. Provide clinical inputs for the development of legally binding contracts to be entered into with accredited health care service providers and health establishments at primary health care and hospital level based on the health needs of users and in accordance with referral pathways. Engage with healthcare providers that apply to be accredited, and work with the legal colleagues to conclude legally binding contracts. Develop, maintain, analyse and monitor the roll out, and

continuous review, of standard operating procedures for the implementation of performance-based contracting, including from a clinical perspective, contract performance monitoring, performance verification, payments, sanctions, grievance redress and contract renewal and modification. Develop and implement a training programme for the personnel of NHIF plus selected service providers in the concepts of contracting of service providers, monitoring contract performance, identifying problems/issues, performance-based payments, and costing (develop training curricula and other materials).

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: MEDICAL SPECIALIST: CLINICAL HEALTH (FIVE YEAR CONTRACT) (REF NO: NDOH 60/2022)

SALARY: Grade 1: R 1 122 630 – R 1 191 510 per annum.

Grade 2: R 1 283 592 – R 1 362 363 per annum.

Grade 3: R 1 489 665 – R 1 862 412 per annum.

CENTRE: Chief Director: Health Care Benefits & Provider Payment, Pretoria

REQUIREMENTS: Grade 1: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) plus current registration with the HPCSA as Medical Specialist. Grade 2: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist plus a minimum of five (5) years' appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist. Grade 3: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist plus a minimum of ten (10) years' appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist. A postgraduate qualification (NQF 8) in Public Health will be an advantage. Plus five (5) years' work experience with health provider payments mechanisms. Comprehensive knowledge of patient registration and personal health. Knowledge of the National Health Insurance Plan and understanding of the South African Health Care System. Good communication (verbal and written), decision making, interpersonal, customer service, planning, organizing, team management and computer skills (MS Office package). A valid driver's license.

DUTIES: Review the existing clinical data collection and reporting process in health care facilities; the flow of funds; identify changes needed to move from input-based payment to prospective payment (e.g. DRG in hospitals), as well as opportunity for and constraints to changes, including development of an approach to on-going revisions of the provider payment system. Determine the clinical implications of provider payment mechanisms, contribute to the development, piloting, and implementation of new provider payment mechanisms, and propose adoption of additional mechanisms from a clinical perspective. Define the evidence-based comprehensive package of health services, drugs and consumables covered or specifically excluded from the Health Service Benefits and develop an approach to on-going revisions to the Health Service Benefits and contribute clinical inputs regarding the cost modelling methodology and required data sets and contribute to the development and maintenance of a costing manual. Propose clinical benefits and funding for specific health services to be added to the NHIF on an incremental basis. Contribute to the preparation of information for publication for citizens on the on the prices of services/drugs/consumables included in the Health Care Benefits.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: MEDICAL SPECIALIST: PUBLIC HEALTH (FIVE YEAR CONTRACT) (REF NO: NDOH 61/2022)

SALARY: Grade 1: R 1 122 630 – R 1 191 510 per annum.

Grade 2: R 1 283 592 – R 1 362 363 per annum.

Grade 3: R 1 489 665 – R 1 862 412 per annum.

CENTRE: Chief Director: Health Care Benefits & Provider Payment, Pretoria

REQUIREMENTS: Grade 1: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) plus current registration with the HPCSA as a Medical Specialist. Grade 2: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist plus a minimum of five (5) years' appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist. Grade 3: An appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist plus a minimum of ten (10) years' appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist. A postgraduate qualification (NQF 8) in Public Health will be an advantage. Plus five (5) years' work experience with health needs assessment. Comprehensive knowledge of patient registration and personal health. Knowledge of the National Health Insurance Plan and understanding of the South African Health Care System. Good communication (verbal and written), decision making, interpersonal, customer service, planning, organizing, team management and computer skills (MS Office package). A valid driver's license.

DUTIES: Develop and maintain methodology for strategic and operational planning for defining the composition of the Health Care Benefits, including health needs assessment, risk assessments, and monitoring and control of progress against strategic objectives. Contribute clinical inputs to the development and maintenance of policy and procedures for clinical interventions, pharmaceuticals and technologies, including inputs on Health Technology Assessment (HTA), as a part of benefit design. Develop and maintain policy and procedures on referral and portability of access to services and define referral guidelines for NHI pathways. Develop and maintain the annual

plan of needs for procurement of the Health Care Benefits. Contribute to the preparation of information for publication for citizens on the list of Health Care Benefits for Users and Referral Guidelines.
ENQUIRIES: Dr N Crisp at Nicholas.Crisp@health.gov.za
CLOSING DATE: 19 September 2022
CLOSING TIME: 12:00 Mid-day

POST: SENIOR PHARMACEUTICAL POLICY SPECIALIST (REF NO: NDOH 62/2022)

SALARY: Grade 1: R 1 042 092 – R 1 191 510 per annum.

CENTRE: Chief Directorate: Health Products Procurement, Pretoria

REQUIREMENTS: A Bachelor's Degree in Pharmacy, current registration as a Pharmacist plus at least three (3) years appropriate experience after registration as a Pharmacist with the South African Pharmacy Council. A post graduate qualification (NQF 8) in Supply Chain Management/ Pharmacy would be an advantage. Plus five years' work experience with procurement of medicines including health product specifications for supply chain management would be an added advantage. Comprehensive knowledge of patient registration and personal health. Knowledge of the National Health Insurance Plan and understanding of the South African Health Care System. Good communication (verbal and written), decision making, interpersonal, customer service, planning, organizing, team management and computer skills (MS Office package). A valid driver's license.

DUTIES: Work with the Health Care Benefits Directorate in the development and maintenance of the Formulary (comprised of the Essential Medicine List and Essential Equipment List) as well as a list of health-related products used in the delivery of health care services to determine the selection of medicines to be procured for NHI providers. (SAHPRA approved products). Participate in the review of the Formulary annually, or more regularly if required, to take into account changes in the burden of disease, product availability, price changes and disease management. Provide specifications for medicines for NHIF to make available to providers for service delivery (benefit provision). Provide specifications for the supply chain management process and price setting for medicines. Provide technical inputs regarding mechanisms to monitor and evaluate the risks inherent in the medicines procurement process and work closely with CD: Risk & Fraud Management to identify risky practice.

ENQUIRIES: Dr N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: SPECIALIST: HEALTH ECONOMICS (FIVE YEAR CONTRACT) (REF NO: NDOH 63/2022)

SALARY: An all-inclusive remuneration package of R744 255 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE: Chief Directorate: Health Care Benefits and Provider Payments Design, Pretoria

REQUIREMENTS: Degree in Health Economics (NQF 7). Post graduate qualification (NQF 8) in Health Economics will be an advantage. At least five (5) years' work experience with health care benefits design. Knowledge of the National Health Insurance Plan and patient registration and personal health records. Good communication (verbal and written), problem-solving, decision making, interpersonal, customer service, planning, organizing, team management and computer skills (MS Office package). Self-motivated and ability to work independently. A valid driver's license.

DUTIES: Develop and maintain methodology for strategic and operational planning for defining the composition of the Health Care Benefits, including health needs assessment, risk assessments (consider costs, cost-effectiveness), and monitoring and control of progress against strategic objectives. Contribute economic inputs to the development and maintenance of policy and procedures for (and facilitate benefits design for) clinical interventions, pharmaceuticals and technologies, including inputs on Health Technology Assessment (HTA), as a part of benefit design. Contribute economic inputs to the development and maintenance of policy and procedures on referral and portability of access to services and define referral guidelines for NHI pathways. Contribute economic inputs to the development and maintenance of the annual plan of needs for procurement of the Health Care Benefits and support the Benefits Advisory Committee secretariat. Contribute to the preparation of information for publication for citizens on the list of Health Care Benefits for Users and Referral Guidelines.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: SPECIALIST: TECHNOLOGY ESSENTIAL EQUIPMENT LIST (X2 POSTS) (REF NO: NDOH 64/2022)

SALARY: An all-inclusive remuneration package of R744 255 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE: Chief Directorate: Health Products Procurement. Pretoria

REQUIREMENTS: An undergraduate qualification (NQF 7) as recognized by SAQA in Biomedical Engineering, Pharmacy Biology, Nursing, Life Sciences, Public Health, Health Economics, or other related fields. A postgraduate qualification (NQF 8) in Supply Chain management, a Biomedical Engineering degree would be an advantage. At least five (5) years' work experience with medical devices and diagnostics including health product specifications for supply chain management. Knowledge of Supply chain software and understand the principles of health product procurement. Good communication (verbal and written), problem solving, organizational, decision making, interpersonal, assertiveness, planning, customer service, team management and computer skills (MS Office packages). Self-motivated and ability to work independently. A valid driver's license.

DUTIES: Provide technical inputs regarding mechanisms to monitor and evaluate the risks inherent in the public procurement process and work closely with CD: Risk & Fraud Management to identify risky practice. Provide specifications for the supply chain management process and price setting for medical devices and health technology. Provide specifications for a list of high-cost devices and equipment of potential value to NHIF service delivery. Participate in the review of the Formulary annually, or more regularly if required, to consider changes in the burden of disease, product availability, price changes and disease management. Work with the Health Care Benefits Directorate in the development and maintenance of the Formulary (comprised of the Essential Medicine List and Essential Equipment List) as well as a list of health-related products used in the delivery of health care services to determine the selection of medical devices and health technology to be procured for NHI providers (SAHPRA approved products).

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DEPUTY DIRECTOR: CHANGE MANAGEMENT (REF NO: NDOH 65 /2022)

SALARY: An all-inclusive remuneration package of R744 255 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE: Chief-Directorate: Health System Digital Information. Pretoria

REQUIREMENTS: A National Diploma (NQF 6) in Information Technology. Post graduate qualification (NQF 7) in Information Technology/ BSc/ BCompt/ BEng/ B Informatics or Project Management will be an advantage. At least five (5) years' experience in managing Projects in the Health Sector. Knowledge and experience in change management principles, methodologies and tools. Understanding of NHI Digital Health Context and its various aspects, from strategy through to implementation, Digital Health Systems, ICT standards, policies and procedures, ICT Systems Development Processes, understanding of how people go through a change and the change process as well as familiarity with project management approaches, tools and phases of the project. Good communication (verbal and written), team management, analytical, risk and strategic thinking and planning, conflict resolution, organizational and resilience skills. Ability to plan, work independently and as part of a team and also to work in a structured and un-structured environment where initiatives are pioneering with no previous roadmap to access. A valid driver's license.

DUTIES: Documenting and maintaining the Change Management policy, processes, and standards. Develop, implement and maintain ICT Change Management policies and procedures and ensure that the entire organisation complies with the procedures. Develop and present Change Management reports as required. Establish, document, implement, manage, and monitor the Release Management policies and processes. Coordinate services, implement & monitor Release Plans, producing detailed timetables of events and documenting action plans and communicate and manage expectations during the planning and rollout of new releases.

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DEPUTY DIRECTOR: PROJECT COORDINATOR (REF NO: NDOH 66/2022)

SALARY: An all-inclusive remuneration package of R744 255 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE: Chief-Directorate: Health System Digital Information. Pretoria

REQUIREMENTS: A National Diploma (NQF 6) in Project Management. Post graduate (NQF 7) qualification in IT field or Public Health will be an advantage. Certification in Agile Project Management, Project Management Institute or Prince2 (e.g. CAPM, PMP, Prince 2-Practitioner) will be an added advantage. At least five (5) years' experience managing projects in the Health Sector on Assistant Director or equivalent level. Knowledge and understanding of NHI Digital Health Context and its various aspects, from strategy through to implementation. Digital Health Identity Management, Project Management methodologies, ICT standards, policies and procedures and PFMA. Digital Health Systems, ICT Systems Development processes, knowledge of the health sector (Basic), the National Health Insurance Plan, Public Service Regulation and Public Service Act, Health Sector, as well as National Health Act/Bill. Good communication (verbal and written), conflict resolution, planning, team management, analytical, risk and issue management, financial management, quality management, contract management, project integration management, multi-tasking, organizational, facilitation, change management, programme and project management methodology and time management skills. Ability to work independently and as part of a team. A valid driver's license.

DUTIES: Develop projects scope and projects plans. Oversee and ensure that projects are delivered on time, in budget and to the required quality standard as per project schedules. Manage, monitor and evaluate the cross functional team assigned to the project. Create and maintain comprehensive project documentation. Perform risk management to minimize project risks.

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DEPUTY DIRECTOR: PROJECT MANAGEMENT (X4 POSTS) (FIVE YEAR CONTRACT) (REF NO: NDOH 67/2022)

SALARY: An all-inclusive remuneration package of R744 255 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE: Chief-Directorate: Health System Digital Information. Pretoria

REQUIREMENTS: A National Diploma (NQF 6) in Project Management. Post graduate (NQF 7) qualification in Information Technology field or Public Health will be an advantage. Certification in agile Project Management, Project Management, Institute or Prince2 (e.g. CAPM, PMP, Prince 2-Practitioner) will be an added advantage. At least five (5) years' experience managing projects in the Health Sector on Assistant Director or equivalent level. Knowledge and understanding of NHI Digital Health Context and its various aspects, from strategy through to implementation. Digital Health Identity Management, Project Management methodologies, ICT standards, policies and procedures, PFMA, public service act and public service regulations. Digital Health Systems with reference to User and Provider Identity and business process management as well as ICT Systems Development processes. Good communication (verbal and written), conflict resolution, planning, team management, analytical, risk and issue management, financial management, quality management, contract management, project integration management, multi-tasking, organizational, facilitation, change management and time management skills. Ability to work independently and as part of a team and also to work in a structured and un-structured environment where initiatives are pioneering with no previous roadmap to access. A valid driver's license.

DUTIES: Develop projects scope and projects plans. Oversee and ensure that projects are delivered on time, in budget and to the required quality standard as per project schedules. Manage, monitor and evaluate the cross functional team assigned to the project. Create and maintain comprehensive project documentation. Perform risk management to minimize project risks.

ENQUIRIES: Ms M Wolmarans at: Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DEPUTY DIRECTOR: SOFTWARE DEVELOPER (REF NO: NDOH 68/2022)

SALARY: An all-inclusive remuneration package of R744 255 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE: Chief-Directorate: Health System Digital Information. Pretoria

REQUIREMENTS: A National Diploma (NQF 6) in Computer Science / Software Development and Certificates in the following: Software Development (e.g. JAVA, Microsoft, Open Source); Agile (e.g. Product Owner, Scrum Master) and Data Privacy or Cyber Security, or Industry certification. A postgraduate (NQF 7) qualification in the relevant field will be an advantage. At least five (5) years of software development experience at Assistant Director or equivalent level. Knowledge of Information Security and Cyber-Security related. Data privacy, Compliance and Protection. Platform Development Stack (Open Source: Linux, Apache, MGINX). Database Development Stack, Software Testing Stack, Agile Stack as well ICT standards, policies and procedures. Good communication (verbal and written), conflict resolution, organizational, time management, resilience, assertiveness and ethical behavior skills. Ability to work independently and in a team. A valid driver's license.

DUTIES: Collaborates with Business Analysts to implement on business requirements via the development of digital solutions. Develop & implements applications and programs for the backend processing systems for the NHIF including peer reviews and code reviews. Maintain source code and code branching of the software and facilitate best practices. Work within modern software development lifecycle methodologies (such as Agile or Business Change Lifecycle) to create consistent and regular development deliverables. Work within the framework for security, privacy, performance and scalability requirements and test software systems, identify bugs, debug, resolve the issues and create documents for the application changes

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DEPUTY DIRECTOR: TRAINING MANAGER (REF NO: NDOH 69/2022)

SALARY: An all-inclusive remuneration package of R744 255 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE: Chief-Directorate: Health System Digital Information. Pretoria

REQUIREMENTS: A National Diploma or equivalent (NQF 6) in Human Resource Development / Management of Training / Public Management. A Bachelor Degree or equivalent (NQF 7), Certificate in SDF / Assessor and/or project management will be an advantage. At least five (5) years in training and development at Assistant Director or equivalent level. Knowledge and experience in Health, understanding of adult education principles. Good communication (verbal and written), team player, quality management, project management, facilitation, time management, coordination, monitoring and evaluation, time management, data analysis and report writing, basic data management, data quality, drive and self-management, resilience and ethical behavior skills. Ability to plan, work independently and as part of a team and also to work in a structured and un-structured environment where initiatives are pioneering with no previous roadmap to access. A valid driver's license.

DUTIES: Devise the NHI digital information training strategy, oversee its implementation, assess its outcomes and develop training reports, compile monthly training reports. Drawing up an overall training plan that addresses technical, end-users and other needs and expectations for the various provinces; districts and sub-districts. Develop individualized and group training programs that address specific NHI Digital Information needs. Managing training related logistics. Create and manage a training calendar for all different types of training. Manage printing

and distribution of manuals and other training material. Co-ordination training requests from NHI Digital Information programme, Project Managers of coordinators.

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DEPUTY DIRECTOR: USER ACCEPTANCE TESTING (REF NO: NDOH 70/2022)

SALARY: An all-inclusive remuneration package of R744 255 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE: Chief-Directorate: Health System Digital Information. Pretoria

REQUIREMENTS: A National Diploma (NQF 6) in Information Communication Technology. A post-graduate (NQF 7) qualification in Health Economics or Public Health or Health Sciences related will be an advantage. At least five (5) years' experience in public health analytics and research at Assistant Director or equivalent level. Knowledge of Software Development Life Cycle (SDLC) and testing, Health System and its operational environment as well as knowledge of NHI – contextual and operation environment. Sound knowledge of project management, providing leadership and work independently and adherence to project and reporting timelines. Good communication (verbal and written), conflict resolution, interpersonal, ethical conduct, business management and analysis skills. Ability to apply testing processes and terminology to practical scenarios as well as multi-task and test different applications. A valid driver's license.

DUTIES: Define UAT testing plans and requirements. Setup and maintain test environment to mimic the live environment. Work with development team to resolve failed test cases. Record and document UAT cases and sign-off Acceptance certificates on completion of all test cases. Perform User Acceptance Testing (UAT) – perform test cases on Jira.

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DEPUTY DIRECTOR: DATA SCIENTIST (2 POSTS) (REF NO: NDOH 71/2022)

SALARY: An all-inclusive remuneration package of R744 255 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE: Chief-Directorate: Health System Digital Information, Pretoria

REQUIREMENTS: A National Diploma (NQF 6) in Computer Science. Bachelor of Science or Postgraduate (NQF 7) qualification majoring in one or more of the following: Computer Science, Information Systems, Mathematics, Statistics, Demography, Biostatistics, Epidemiology will be an advantage. Geographical Information System as a module as an added advantage. Five (5) years in IT and at least three (3) years data science experience in handling and manipulating large datasets using enterprise database technologies, building SQL-based ETL processes and advanced SQL programming, building web-based reports, preferably using enterprise reporting tools, statistical and data mining techniques: GLM/Regression, Random Forest, Boosting, Trees, text mining, social network analysis, etc., team-based software development and management approaches, business intelligence. Experience in dealing with health-related data and modelling will be advantage. Proven knowledge of statistics (regression, properties of distributions, statistical tests and proper usage, etc.); machine learning (regression, simulation, scenario analysis, modeling, clustering, decision trees, artificial neural networks) and their real-world advantages/drawbacks, coding languages (C, C++, Java, JavaScript), databases, data mining (GLM/Regression, Random Forest, Boosting, Trees, text mining, social network analysis) and reporting technologies, database, transaction processing, referential integrity. Knowledge of database security administration, user management, IT hardware management data security and data governance as well as being able to understand the Digital Health Policies, National Health Act, POPI Act and National Health Insurance Plan. Good communication (verbal and written), interpersonal, leadership ability, time management, motivational, strong negotiation, mathematical/analytical and logical thinking, customer service, planning, organizing, team management and computer skills (MS Office packages). Ability to conceptualise, design and implement efficient data-driven reports and visualization. A valid driver's license.

DUTIES: Plan, coordinate and execute data science projects activities that develop Digital Health Data Architecture, leverage existing and new data to inform decision-making, analyse data requirements and identify required components/elements to be structured in a multi-relationship environment. Organise different health related datasets so that it can be used to analyse and visualise, review and plan health services and support decision-making within the NHI context. Develop new methods/technologies for solving data use and analytic problems and incorporate into the Business Intelligence (BI) solutions for the NHI Fund. Design, Implementation, and maintenance of database systems which include. Database Tuning, Security and Management, Data Mining and flowcharting, Database Administrative related functions within the scope of the Microsoft SQL server architecture environment. Participate and contribute to Digital Health Governance with a focus on Database and Data Governance and ensuring compliance to relevant legislation such as the National Health Act and POPI Act.

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DEPUTY DIRECTOR: DATABASE MANAGER (2 POSTS) (REF NO: NDOH 72/2022)

SALARY: An all-inclusive remuneration package of R744 255 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE: Chief-Directorate: Health System Digital Information, Pretoria

REQUIREMENTS: A National Diploma (NQF 6) in Computer Science or Information Technology. A Bachelor's degree or BTech degree (NQF 7) in Computer Science or Information Technology will be an advantage. Professional certifications, such as from Microsoft or Oracle MySQL will be an added advantage. At least five (5) database management experience in a database leadership position. Experience in dealing with health-related data and modelling will be an added advantage. Knowledge of data management and governance, relational databases and programming, legal and operational compliance; database design and analysis; research and development; Web-based services and technical report writing. Good communication (verbal and written), project management; problem solving, decision making, planning, organizing, conflict management; negotiation; change management; interpersonal relations; time management and computer skills (MS Office package). Ability to work independently and as part of a team. A valid driver's license.

DUTIES: Plan, coordinate and execute projects that relate to the design, maintenance, enhancement, coding, and administration of relational databases required for the NHI Fund's Data Science and Analytics responsibilities. Coordinate new data development ensuring consistency and integration with existing data warehouse structure. Analyse and determine information need and elements, data relationships and attributes, data flow and storage requirements, and data output and reporting capabilities. Review business requests for data and data usage, research data sources for new and better data feeds. Participate in continuous improvement efforts in enhancing performance and providing increased functionality of the databases

ENQUIRIES: Ms Milani Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DEPUTY DIRECTOR: DIGITAL BUSINESS ANALYST (REF NO: NDOH 73/2022)

SALARY: An all-inclusive remuneration package of R744 255 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE: Chief-Directorate: Health System Digital Information, Pretoria

REQUIREMENTS: A National Diploma (NQF 6) in Information System/ Information Technology or Business Process Analytics. Post graduate qualification (NQF 7) in the relevant field will be an advantage. Agile Project Management, Project management Institute or Prince2 or Certification (e.g. CAPM, PMP, Prince2-Practitioner), IIBA or ISEB BABOK Qualification or Certification (e.g. CBAP or CBATL) will be an added advantage. At least five (5) years experience as a Business Analyst. Proven knowledge of Digital Health Identity Management, Project Management Methodologies, ICT standards, policies and procedures, Digital Health Systems, ICT Systems Development processes. Knowledge of the health sector (Basic) and understanding of NHI Digital Health Context and its various aspects, from strategy through to implementation. Good communication (verbal and written), problem-solving, planning, team management, risk and issue management, quality management, conflict resolution, facilitation, change management strategic and analytical thinking and computer skills (MS Office package). Ability to work in a structured and un-structured environment where initiatives are pioneering with no previous roadmap to access. The ability to work independently and as part of a team. A valid driver's license.

DUTIES: Work with Systems Development to kick-off key projects and act as custodian of business requirements and specification. Work with Knowledge Management, Data & Analytics to ensure integration of requirements between solutions. Collaborate with NHI Fund functional areas and business process analysts to conduct requirements analysis. Work within the context of the enterprise-wide digital architecture for NHIF and Utilize tools & libraries from the enterprise technology framework for the NHIF. Assist to develop software systems and application conceptual projects to validate new architectures and solutions.

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: DEPUTY DIRECTOR: DIGITAL BUSINESS PROCESS (REF NO: NDOH 74/2022)

SALARY: An all-inclusive remuneration package of R744 255 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines.

CENTRE: Chief-Directorate: Health System Digital Information, Pretoria

REQUIREMENTS: A National Diploma (NQF 6) in Information System/ Information Technology or Business Process Analytics. A postgraduate qualification (NQF 7) in the relevant field will be an advantage. At least six (6) years' experience in business case development. Experience in requirements analysis and documentation; systems analysis, BABOK certified or similar or eligible for future certification and understanding of Business Information Management for the Health sector. Proven experience with SQL, BI reporting and experience in translating business requirements into system requirements will be an advantage. Knowledge and/or experience in Lean, Six Sigma, KanBan System Design & Enterprise Architecture. Proven knowledge of business process modelling and re-engineering, business systems analysis, enterprise systems development, functional design and user requirement specifications, business use case development and process flow development. Knowledge of the health sector (Basic), National Health Insurance Plan and applicable legislation such as the PFMA, Public Service Act and Regulations, SITA Act and Regulations, Access to Information Act, POPI Act etc. Good communication (verbal and written), conflict and people management, planning, organizational, decision making, time

management, customer service, team management and computer skills (MS Office package). Ability and willingness to travel. A valid driver's license.

DUTIES: Co-ordinate and manage the analysis of business needs, user requirements, objectives and goals. Map business processes and audit business systems. Actively contribute expertise to the project team in all areas of business analysis. Preparing technical and monthly progress reports and presenting at regular progress meetings and explaining technical concepts to management and non-technical teams. Participate and contribute to Digital Health Governance Structures.

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: GISc PROFESSIONAL (REF NO: NDOH 75/2022)

SALARY: Grade A: R 628 014 – R 676 539 per annum (as per OSD)

Grade B: R 718 062 – R 766 278 per annum (as per OSD)

CENTRE: Chief-Directorate: Health System Digital Information, Pretoria

REQUIREMENTS: Grade A: A four year Bachelor's degree in GISc and compulsory registration with South African Geomatics Council (SAGC) as a GISc professional. Grade B: A four year Bachelor's degree in GISc and compulsory registration with South African Geomatics Council (SAGC) as a GISc professional plus at least fourteen (14) years appropriate experience as and GISc professional after registration with SAGC. Knowledge of GIS implementation, Geo database design and repository management, Geo statistical analysis, relational databases and Programming, legal and operational compliance; Geo-Database design and analysis, research and development; Geospatial mapping; Web-based services; Metadata and data quality; technical report writing, GIS Applications, High level spatial design and modelling. Good communication (verbal and written), project management; problem solving, decision making, planning, organizing, conflict management; negotiation; change management; interpersonal relations; time management and computer skills (MS Office package). Ability to work independently and as part of a team. A valid driver's license.

DUTIES: Plan, coordinate and execute GISc projects activities. Develop and maintain a digital library of geodatabases based on unit needs and specifications, including the development and maintenance of metadata. Design and produce mapping for analysis of spatial data to discover patterns and trends using the most relevant mapping and data visualisations. Develop new methods/technologies for solving spatial data problems and incorporate into the Business Intelligence solutions for the NHI Fund. Identify and explore opportunities to improve efficiency and improve services through GISc tools and technologies.

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: SENIOR LEGAL ADMINISTRATION OFFICER - MR 6: PHC & OP ACCREDITATION (FIVE YEAR CONTRACT) (REF NO: NDOH 76/2022)

SALARY: R 480, 927 – R 1 157,940 per annum.

CENTRE: Chief Directorate: User and Provider Management. Directorate: Provider Accreditation. Pretoria.

REQUIREMENTS: A three or four year legal qualification i.e. B. Juris/B. Proc/ LLB. Admission as an Attorney or Advocate will be an advantage. At least 8 years appropriate post qualification legal experience. Experience in management of litigation and internal appeals, ability to draft legal documents and ability to draft primary and secondary legislation and interpretation thereof. Knowledge and understanding of legislation administered by the Department, as well as legislation that impacts on the functions being performed in the Department, knowledge of the South African Constitutional Law. Knowledge and understanding of legislative drafting process and rules of Parliament. Good communication (written and verbal), interpersonal, planning, organisational, problem solving and research skills. A valid driver's licence.

DUTIES: Develop and maintain an appropriate staggered methodology for accreditation standards, and the procedures for accreditation, including: minimum required range of personal health care services specified, appropriate number and mix of health care professionals, in accordance with guidelines, to deliver the health care services specified, adherence to treatment protocols and guidelines, including prescribing medicines and procuring health products from the Formulary, etc. Develop, publish and revise (when appropriate) accreditation regulations and published guidelines. Develop and maintain an appropriate staggered methodology for physical inspection and checks to verify that health care providers who are already certified compliant by the Office of Health Standards Compliance (OHSC) meet their awarded prescribed accreditation standards. Collaboration with the Digital Systems unit develop, maintain, analyse and monitor the registry of NHIF accredited health care providers (from the Master Facilities List). Develop and implement a method for monitoring continued compliance of the health care providers with their accreditation standards and status.

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: SENIOR LEGAL ADMINISTRATION OFFICER - MR 6: PHC & OP CONTRACTS (FIVE YEAR CONTRACT) (REF NO: NDOH 77/2022)

SALARY: R 480, 927 – R 1 157,940 per annum.

CENTRE: Chief Directorate: User and Provider Management. Pretoria.

REQUIREMENTS: A three or four year legal qualification i.e. B. Juris/B. Proc/ LLB. Admission as an Attorney or Advocate will be an advantage. At least 8 years appropriate post qualification legal experience. Experience in management of litigation and internal appeals, ability to draft legal documents and ability to draft primary and secondary legislation and interpretation thereof. Knowledge and understanding of legislation administered by the Department, as well as legislation that impacts on the functions being performed in the Department. Knowledge and understanding of the South African Constitutional Law, legislative drafting process and rules of Parliament *Good communication (written and verbal), interpersonal, planning, organisational, problem solving and research skills. A valid driver's licence.

DUTIES: Provide legal inputs for the development of performance based contracting methodology, including performance indicators, quality indicators, contract monitoring and payment terms. Provide legal inputs for the development of legally binding contracts to be entered into with accredited health care service providers and health establishments at primary health care and hospital level. Engage with healthcare providers that apply to be accredited, and work with the clinical colleagues to conclude legally binding contracts. Develop, maintain, analyse and monitor the roll out, and standard operating procedures for the implementation of performance-based contracting, including from a legal perspective, contract performance monitoring, performance verification, payments, sanctions, grievance redress and contract renewal and modification. Develop and implement a training programme for the personnel of NHIF plus selected service providers in the concepts of contracting of service providers, monitoring contract performance, identifying problems/issues, performance-based payments, and costing (develop training curricula and other materials).

ENQUIRIES: Dr. N Crisp at Nicholas.Crisp@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: ASSISTANT DIRECTOR: ACCESS CONTROL (REF NO: NDOH 78/2022)

SALARY: R 382 245 per annum (plus competitive benefits)

CENTRE: Chief Directorate: Health System Digital Information. Pretoria

REQUIREMENTS: A National Diploma (NQF6) in Information Systems. A Bachelor's Degree (NQF 7) in Information Communication Technology will be an advantage. At least three years (3) experience in ICT Systems Access Control and experience in Health sector will be an added advantage. Knowledge of project management, providing leadership and work independently. Adherence to project and reporting timelines. Knowledge and understanding of Service Centre Processes and procedures, IT Systems Engineering knowledge as well as ICT Access control processes and procedures. Good communication (verbal and written), presentation, writing and analyzing skills. Ability to interpret technical information, adjust to strategic plans, to liaise with people at all levels of the health system. A valid driver's license.

DUTIES: Ensure that the access control solutions and architectural designs meet the minimum standards and best practices and timelines. Assess and develop roadmaps to improve the access control posture by identifying security gaps to manage existing and emerging access control risks and issues. Monitor, develop and maintain the access control process in conjunction with all role players. Liaise with development team & the Project Portfolio office and define and coordinate implementation of the access control technical strategic- and training plan. Participate and contribute to Digital Health Governance Structures.

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day

POST: ASSISTANT DIRECTOR: USER ACCEPTANCE TESTER (REF NO: NDOH 79/2022)

SALARY: R 477 090 per annum (plus competitive benefits)

CENTRE: Chief Directorate: Health System Digital Information. Pretoria

REQUIREMENTS: A National Diploma (NQF 6) in Information Communication Technology. A Bachelor's degree (NQF 7) in Information Communication Technology will be an advantage. At least three (3) years' in Information Technology and software testing. Experience in system of record for test and defect management tools like CA-Rally or JIRA with Zephyr. Experience in health and with health systems will be an advantage. Proven knowledge of the health sector (Basic) and ICT systems development processes. Knowledge and understanding of NHI Digital Health Context and its various aspects, from strategy through to implementation. Good communication (verbal and written), problem solving, time management, interpersonal, planning, organizing and computer skills (MS Office package). Ability to work in a structured and un-structured environment where initiatives are pioneering with no previous roadmap to access. Ability to build and work in a team as well as work independently. A valid driver's license.

DUTIES: Test new updated software programming, automation and features. Determine if assigned test cases pass or fail and record findings and translate into actionable items - work with IT, product management and other teams to resolve noted defects. Work closely with the UAT Manager daily for understanding of the project testing requirements. Compare use cases testing to provided requirements and identify items as defects, enhancement or user error. Test all new software application releases

ENQUIRIES: Ms M Wolmarans at Milani.Wolmarans@health.gov.za

CLOSING DATE: 19 September 2022

CLOSING TIME: 12:00 Mid-day