



RECRUITMENT ADVERTISEMENT FOR ACADEMIC HEADS OF DEPARTMENTS

FACULTY	Health Sciences	SCHOOL	Medical School
		DEPARTMENT	Surgery
CAMPUS	Missionvale	GRADE	HOD
POSITION	Academic (Clinical) Head of Department: Surgery	REF NO (POST CODE)	Joint Appointment (ECDOH and NMU)
DATE	19 SEPTEMBER 2025		
INTERNAL	X	EXTERNAL	X
PERMANENT	X	CONTRACT PERIOD	N/A
FULL-TIME	X	PART-TIME (⁵/8)	N/A
EP HERALD	X	GEORGE HERALD	X
SUNDAY TIMES	X	MAIL & GUARDIAN	X
OTHER	Electronic networking		
ONE LINER	Academic Head of Department	FULL ADVERT	X

Nelson Mandela university is a dynamic African university offering an innovative Health Sciences Education model aimed at addressing South African healthcare and has established the country's 10th medical school on its Missionvale Campus.

The Medical Programme offers a community embedded, primary health-care training approach that is focused on producing high quality, collaborative and innovative medical doctors. The University is seeking healthcare professionals who embrace this kind of teaching and the values of Nelson Mandela, who are committed to living his legacy in creating a more equal and just society for all.

This will be a joint appointment with the Eastern Cape Department of Health with academic and clinical responsibilities.

KEY PERFORMANCE AREAS

- Strategy development and execution for the Department.
- Academic, clinical, and administrative leadership of the Department.
- Lead curriculum and program development for the discipline in collaboration with the medical education unit and contribute to the core functions of the university through serving on faculty and university structures as delegated by the executive dean.
- Lead research, including research supervision and community engagement in the Department.
- Promoting and undertaking teaching and training across all levels of students or junior colleagues (undergraduate medical students, medical interns, medical officers, and postgraduate students) including coordination, assessments, etc.
- Participate in interprofessional education and collaboration pertaining to the health personnel and allied health disciplines.
- Manage human resources in the Department and ensure optimal level of skills and competencies of all staff, incl. sessional medical practitioners, within the Department.
- Manage the financial, physical, and other resources in the Department
- Manage the marketing, liaison, and engagement of the Department
- Manage the academic administrative functions within the Department in collaboration with Academic Administration.
- Enhance Mission and Vision of the Faculty and University and ensure transformation initiatives are met.
- Contribute to strengthening of the clinical health services platform, with a focus on regional and national health challenges.



CORE COMPETENCIES

- Possess expert knowledge, clinical and research skills in the relevant discipline.
- Possess extensive experience in facilitating learning and teaching
- Comprehensive managerial and leadership skills and competencies to head an academic Department
- Problem-solving, decision-making and conflict-management proficiency
- The ability to work under stress and maintain a good working relationship at all times.
- Have strong people management skills
- Have strong interpersonal and communication skills, including ability to work in a team
- Sound knowledge of Human Resource Management, incl. disciplinary and grievance management procedures.
- Thorough understanding of financial management and resource allocation and optimization, including budgeting and expenditure control.
- Computer literacy (Microsoft Office suite, including Outlook, PowerPoint, Excel, etc.)

POST REQUIREMENTS

Education

MBChB degree.

A qualification that allows for registration with the HPCSA as a Medical Specialist or a recognized Medical Sub-specialty in the relevant discipline.

A PhD in the relevant discipline or related health discipline will be an advantage.

Registration

Registered with the HPCSA as an Independent Practitioner.

Proof of current registration with the HPCSA as a Medical Specialist or a recognized Medical Sub-specialty in the relevant discipline.

Experience and skills

A minimum of 5 year's clinical work experience as a Medical Specialist after registration; or meeting registerable requirements in that category with the HPCSA; or holding a recognized sub-specialty in the relevant field with evidence of having managed a Clinical Unit or a Clinical Department.

A minimum of 2 years' work experience in teaching and learning at university level, with evidence of teaching and academic contributions in undergraduate and postgraduate medical programmes.

Management

A minimum of 2 years managing a clinical unit or a clinical department in the relevant clinical discipline.

Research

Proven track record of research output, research supervision and publications

Valid driver's license.

APPLICANT INFORMATION

Closing date: **19/10/2025**

Please note that no late applications will be accepted.

Candidates must provide a cover letter indicating exactly how their skills match to the post requirements, and provide a comprehensive CV listing 3 referees, certified copies of their ID document, qualifications, valid HPCSA registration and Driver's License.

Contact Person:

Mrs Shatira Bickoo

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SIGNATURE: DIRECTOR MEDICAL SCHOOL	DATE
Dr R. Morar 	4 September 2025
SIGNATURE: EXECUTIVE DEAN FHS	DATE
Prof Z. Zingela 	16 September 2025
SIGNATURE: EXECUTIVE DIRECTOR HR	DATE
Dr N. Sishuba 	17 September 2025