



The South African Nursing Council (SANC) is the body entrusted to set and maintain standards of nursing education, training and practice in the Republic of South Africa. It is an autonomous, financially independent, statutory body, initially established by the *Nursing Act, 1944* (Act No. 45 of 1944), and currently operating under the *Nursing Act, 2005* (Act No. 33 of 2005).

The SANC currently has the following vacancy, and candidates that meet the requirements as provided are invited to apply:

## **POSITION: SENIOR RESEARCHER**

### **EXTERNAL ADVERTISEMENT**

<b><u>DATE OF ISSUE</u></b>	<b>: 06 NOVEMBER 2025</b>
<b><u>DIVISION</u></b>	<b>: OFFICE OF THE REGISTRAR AND CEO</b>
<b><u>POSITION</u></b>	<b>: SENIOR RESEARCHER</b>
<b><u>REFERENCE NUMBER</u></b>	<b>: SR/002/11/2025</b>
<b><u>REMUNERATION</u></b>	<b>: R 1,470 509.05 TOTAL COST TO COMPANY (TCTC) PER ANNUM</b>
<b><u>TERMS OF APPOINTMENT</u></b>	<b>: PERMANENT</b>
<b><u>CLOSING DATE</u></b>	<b>: 27 NOVEMBER 2025</b>

### **MINIMUM REQUIREMENTS**

**NOTE: YOUR CURRICULUM VITAE, AND WHERE REQUIRED SUPPORTING DOCUMENTS, NEED TO PROVIDE INFORMATION ABOUT THE BELOW REQUIREMENTS:**

- Grade 12.
- Master's Degree in Nursing Research / Health / Social Sciences / Operations Research / Nursing/Public Health.
- 10 years' relevant experience in the health industry / Nursing Education Institution (University /University of Technology/Nursing College)/ Research environment.
- 3 years' management experience within a research working environment.
- A research track record that demonstrates experience and productivity in the field (the Curriculum Vitae (CV) must include all publication in the last seven (07) years peer reviewed journals as lead or co-author).
- Valid Driver's License.



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602 Pretorius Street, Arcadia, Pretoria 0083  
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SANC Fraud Hotline: 0800 377 3



## ADDED ADVANTAGE REQUIREMENTS

- PhD in Nursing Research / Health / Social Sciences / Operations Research / will receive preference.
- 3 years experience in managing research projects and budget
- Experience in grantsmanship/securing external research funding.
- Technical competency in quantitative research skills.
- Evidence of Research Ethics training within the last 5 years.
- Previous experience in the formation or capacitation of a research unit.
- Project management certification
- More than 10 years' relevant experience.

## REQUIRED KNOWLEDGE

- Sound knowledge and understanding of applicable legislative and policy frameworks, and research related prescripts:
  - SA Constitution
  - Nursing Act, 2005 (Act No. 33 of 2005)
  - Relevant Legislation and relevant Nursing Legislation / Regulations
  - Nursing Strategy for South Africa
  - National Health Act
  - National Health Amendment Act
  - Higher Education Legislation and Policies
  - Protection of Personal Information Act (POPI) & Protection of Personal Information Act (POPIA)
  - Health research policy, norms and standard in South Africa
  - South African Ethics in Health Research Guidelines
  - The South African National Health Research Ethics Council (NHREC).
- Basic knowledge of establishing a health research ethics committee, processes and related tools, as well as registering and auditing of research committees by NHREC.
- Knowledge in research (different designs and methods) and project management
- Managing the development, implementation, and monitoring of a Research Strategy for the SANC.
- Knowledge of statistical computer applications and data analysis software- quantitative/statistical and qualitative data analysis software.
- Knowledge in the development of research briefs to inform policy.
- Research Ethics and Integrity.
- Ability, knowledge and skills to apply research methodologies, tools, and technologies to enhance research productivity and impact.
- Project management knowledge

## REQUIRED COMPETENCIES

- Financial management
- Strategic capability and leadership
- People management and empowerment
- Knowledge management
- Service delivery innovation
- Problem solving and analysis.
- Client orientation and customer focus
- Communication
- Honesty and integrity.



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## KEY PERFORMANCE AREAS

- Lead, facilitate and coordinate the process of developing the SANC's Research Strategy, vision, mission, objectives and Agenda in collaboration with the Research Committee.
- Develop SANC research policy frameworks and ethics guidelines in line with NHREC.
- Formulate nursing guidelines based on evidence and establish SANC research unit and coordinate research activities.
- Collaborate and engage with the Research Committee, Senior Management Team, NHREC, government agencies, and Non-Governmental Organisations to shape policy development and review.
- Develop and tailor appropriate research methodologies, including qualitative, quantitative, and mixed methods.
- Compile detailed research reports with findings and recommendations and disseminate them through peer-review publications and other platforms to maximize reach and influence.
- Plan and execute operational research related to the work of the SANC, including identifying research problems/topics and conducting literature reviews.
- Identify and collaborate with all relevant stakeholders involved in the research project, including funding bodies.
- Develop systems (includes standardized tools), Senior Management reports and processes.
- Support the Research Committee to monitor research processes and sign-off milestones thereof and share research findings with internal and external stakeholders.
- Organize and facilitate training workshops on research methods and offer orientation sessions for researchers and establish formal and informal mentorship programs.
- Lead the development of grant proposals, including defining project objectives, methodologies, and budgets.
- Manage risks and projects within the area of responsibility.
- Direct, plan and oversee the development and implementation of policies, standard Operating Procedures, business processes, internal controls, systems, objectives and activities related to the Research management function.
- Assist internal and external auditors with supporting documentation and samples where necessary.
- Provide support/reports to the Council/Board and its Committees (Research Committee etc.).
- Manage resources (i.e., Human, Physical, Financial and Information).
- Perform ad-hoc tasks as delegated by Line Manager or Supervisor.

## APPLICATIONS:

- All interested applicants must [CLICK HERE](#) to access the PNET website, where they can register or update their profiles and apply for the position by following the instructions outlined in the advertisement.
- **Download and complete the Compulsory SANC Application Form ([CLICK HERE FOR THE APPLICATION FORM](#)) in full, then upload it as part of your application documents on PNET**
- No manual/email applications will be accepted.
- Incomplete applications and those which do not meet the above requirements will not be considered.

## THE APPLICATION MUST INCLUDE THE FOLLOWING DOCUMENTATION:

- A detailed Curriculum Vitae (CV), taking cognisance of the minimum requirements of the advertised position. To include all publications.
- **Download and complete the Compulsory SANC Application Form ([CLICK HERE FOR THE APPLICATION FORM](#)) in full, then upload it as part of your application documents on PNET**

**The following documents must be sent only if you are invited as part of the shortlisting process – please ensure our HR Department receives it at least five workdays before the interview:**

- Copies of Identity Document



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- Grade 12 Certificate
- The highest required qualification/s
- Professional affiliation certificate where necessary
- Driver's licence where necessary.

#### **NOTE:**

- The SANC may request academic records for general qualifications/certificates that do not specify the major courses to determine the major course of the qualification.
- It is compulsory for successful candidates to belong to a medical aid scheme if they do not belong to their spouses' medical aid.
- All foreign qualifications must be accompanied by a SAQA evaluation certificate. The SANC will conduct background checks (e.g. employment verification and reference checks as indicated on the CV, as well as in respect of criminal record, citizenship, financial records, qualifications, driver's license and professional registration, if applicable).
- First preference will be given to South African citizens.
- The successful candidate will be appointed on a 12-month probation basis and will be permanently employed if all of the performance requirements are met during probation.
- Correspondence will be limited to shortlisted candidates only; therefore, if you have not been contacted within four (4) months of the closing date of this advertisement, please accept that your application was not successful.
- The SANC is committed to employment equity and therefore people living with disabilities are encouraged to apply.

#### **ENQUIRIES:**

Enquiries may be directed to Mr. Phuti Mahanyele at Tel. no (012) 420 1068.

The South African Nursing Council reserves the right not to make any appointment.



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