

ROLE PROFILE	
Role title	Electrician
Division	Netcare Hospitals
Location	Netcare Blaauwberg Hospital
Reporting structure	Technical Services Manager
Closing date	31 March 2020

ROLE SUMMARY
<p>The Electrician will be responsible for the electrical reticulation of the facility. Furthermore a standby function will be performed in accordance with Policy.</p>

KEY WORK OUTPUT AND ACCOUNTABILITIES
<ul style="list-style-type: none"> • Repair, maintenance, installation and control of electrical machinery and equipment, including transformers, generators, distribution boards, UPS, nurse- call systems and all systems where voltage exceeding 24V exists • Repair and maintenance of basic and industrial appliances” such as ovens, microwave ovens, toasters, kettles and water boilers, and any other similar electrical equipment • Installation and basic maintenance of TV’s and nurse- call bell systems • Routine maintenance of plant and machinery, as stipulated by servicing schedules of the equipment, and/ or as requested by the Technical Services Supervisor or Manager. • Preventive maintenance planning and implementation, according to the Company Policy and Procedures, as required from time to time. • Reporting on the condition and functionality of the electrical plant and machinery, including general electrical reticulation, standby generator performance, UPS performance, and PFC efficiency • Cost control through proper preventative maintenance and fast and effective response to breakdowns and complaints. • Conduct safety inspections on all portable electrical equipment according to specifications • To perform a stand- by function in accordance to the Policy

- Responsible for the electrical reticulation of the facility
- Installation and completion of electrical projects
- Inspection, fault finding and problem resolution of electrical wiring and appliances
- Basic load balancing of three-phase reticulation
- Able to issue COC's for all electrical work undertaken
- Obtaining of quotes and contractor supervision
- Ability to travel independently due to 24-hour functionality of the hospital environment
- Assist the Technical team in other aspects

SKILLS PROFILE

EDUCATION

- National Trade Certification in Electrical at N3 Level or above
- Trade tested as an Electrician
- Electrical Installation License would be advantageous
- Computer Literate – MS office (Word and Excel) an added advantage

WORK EXPERIENCE

- Three years experience on electrical/ electronic installation/ maintenance would be preferred.

KNOWLEDGE

- Familiar with the Occupational Health and Safety Act regulations relating to machinery
- Good verbal and written skills
- Ability to interact and build relationships with internal and external clients
- Knowledge of Health and Safety requirements in the work place
- Knowledge of R158 Building Regulations with specific reference to Hospitals and Theatre specifications as well as industrial kitchens
- A good working knowledge of PFC and stand-by power facilities
- Ability to work under pressure and adapt to change
- Good Planning and organisational skills

NON MANAGERIAL/ SPECIALIST SKILLS



Coaching Others*	The capacity to recognise development areas in others and support them to facilitate personal development through coaching.
Leading and Managing Change*	The capacity to implement and support change initiatives and to provide leadership in times of uncertainty.
Performance Development*	The ability to evaluate and develop different levels of capacity within a team to achieve set objectives.
Taking Action	Capable of recognising the need for action, considering possible risks and taking responsibility for results.
Decision Making	Capable of making decisions timeously and taking responsibility for the consequences.
Managing Self	Capacity to plan, organise and control own work environment by setting appropriate priorities and achieving set objectives within a given time frame.
Customer Focus and Service Delivery	The capacity to identify and respond to the needs of *internal and external customers. <i>*Internal and external customers include patients, doctors, colleagues, suppliers, visitors, vendors and any other person that requires a relationship</i>
Adapting and Responding to Change	Capable of supporting and advocating change initiatives and managing own reaction to change.
Continuous Improvement	The capacity to improve systems and processes to facilitate continuous improvement.
Personal Work Ethic	Capacity to instil an ethic of quality and consistency in self and others.
Building Relationships	Capacity to establish constructive and effective relationships.
Communication	The capacity to clearly present information, either written or verbal.
Teamwork	Capacity to cooperate with others to work towards a common goal.
Technical Knowledge	The capacity to perform a technical function to required standards.
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LEADERSHIP SKILLS	
Visioning	The ability to provide direction in terms of action towards certain future outcomes.
Empowering	Creating conditions of willingness and participation amongst teams by providing sufficient, encouragement, information, resources and authority to make the necessary decisions to accomplish tasks.

Energising	Having the capacity to motivate and mobilise, impart strength, vitality and enthusiasm to teams to actualise the organisation's vision of the future.
Designing and aligning	Ensuring the optimal alignment of employee behaviour with the organisation's vision and values.
Rewarding and feedback	Fostering a performance culture by creating a framework of appropriate incentives and rewards to direct and motivate the achievement of desired performance behaviours and goals.
Team building	Creating team players and team effectiveness by using appropriate methods and a flexible interpersonal style to instil a cooperative atmosphere conducive to building a cohesive team.
Outside orientation	Awareness of outside constituencies, emphasizing particularly the need to respond to the requirements of customers, suppliers, partners, shareholders and other interest groups, such as local communities affected by the organisation.
Global mindset	Possessing a global frame of reference that enables one to scan the external world environment for different perspectives and to adopt successful practices. The capacity to inculcate a global mentality in others by instilling shared values and cross cultural sensitivity.
Tenacity	The capacity and courage to persevere with one's purpose in a persistent and determined manner despite opposition or setbacks, until the desired objective is obtained or it becomes clear that the objective is no longer attainable. Inspiring others, through active example, to have the courage of their convictions.
Emotional intelligence	The capacity to foster trust and create an emotionally intelligent workforce whose members know themselves and know how to deal respectfully and understandingly with others. The ability to regulate and manage one's emotions in a healthy and productive manner.
Life balance	Articulating and modelling the importance of the need for life balance for the long term welfare of oneself and one's employees.
Resilience to stress	Appropriately balancing these various pressures to maintain stable performance.
VALUES AND BEHAVIOURS	
Netcare Values	At Netcare, our core value is care. We care about the dignity of our patients and all members of the Netcare family. We care about the participation of our people and our partners in everything we do. We care about truth in all our actions. We are passionate about quality care and professional excellence.

	<ul style="list-style-type: none"> • Care - The basis of our business. The professional, ethical patient care and services we offer at every level of the organisation. • Truth - The crucial element in building relationships that work. Open communication with honesty and integrity is essential. • Dignity - An acknowledgement of the uniqueness of individuals. A commitment to care with the qualities of respect and understanding. • Compassion - We engage everyone with empathy and respond with acts of compassion in all interactions with our patients and their families. • Participation - The willingness and desire to work in productive and creative partnerships with others and the commitment to communicate.
The Netcare Way	<p>Netcare is committed to providing quality care. Our basic service standard holds us accountable for the below seven behaviours which you will be accountable to uphold:</p> <ul style="list-style-type: none"> • I always greet everyone to show my respect. • I always wear my name badge to show my identity. • I am always well groomed to show my dignity. • I always practise proper hand hygiene to show my care. • I always seek consent to show my compassion. • I always say thank you to show my appreciation. • I always embrace diversity to show I am not a racist.

APPLICATION PROCESS

NETCARE IS AN EQUAL OPPORTUNITY EMPLOYER

The Company's approved Employment Equity plan and targets will be considered as part of the recruitment process aligned to the Group's Employment Equity strategy. Netcare actively supports the recruitment of people with disabilities.

Interested candidates who meet the above criteria are requested to e-mail a detailed CV to Galeemah.Arnold@netcare.co.za, using reference: **Electrician**.

Please note:

- Please note that reference checks for internal applicants will be conducted with the current and past Netcare direct line managers of the applicant and the relevant Netcare HR Managers. Employees are therefore encouraged to discuss internal job applications with their direct line manager to ensure that the line manager is aware of the application.



You're in safe hands

- The terms and conditions of employment relating to the function which you have applied for will be based on those that exist in the Division within which you will be employed.
- In the event of a candidate having any disability that may impair the individual's ability to perform the job function, the candidate must kindly inform the employer so that an assessment for reasonable accommodation can be made.
- By applying for this position and providing us with your CV and other personal information, you are consenting to the information being used for the specific purpose for which it was provided, which is recruitment purposes and possible appointment purposes (should you be successful). Please note that your information will be processed for recruitment purposes only or for such purposes relating to assessing the establishment of an employment relationship with yourself, and this will be done in accordance with the applicable data protection and privacy legislation. We confirm that such information will not be used for any other purpose without obtaining your prior consent.
- If your application is not successful, we retain your CV and other information provided for a period of 6 months after which it will be destroyed in a secure manner. If you object to your information being used in accordance with the aforementioned clauses, please indicate your objection and we will immediately destroy your personal information in a secure manner.



You're in safe hands