



Doctors Without Borders South Africa Mission NPC has been providing medical services in South Africa since 1999 in Khayelitsha and in Eshowe since 2011. In 2015, an ambitious project in Rustenburg was opened, focusing on services related to Sexual and Gender Based Violence (SGBV) and in 2018; the 4<sup>th</sup> project was opened in Tshwane, supporting migrant health. 5<sup>th</sup> Project opened in Butterworth focus on NCD's.

**DOCTORS WITHOUT BORDERS SOUTH AFRICA MISSION NPC**  
**2020/241651/08**

## **NURSE MENTOR x2: Butterworth**

**Job Location** : Butterworth, Eastern Cape, South Africa  
**Duration** : 12 months  
**Start Date** : 25 August 2025

### **1. SUMMARY OF THE POSITION**

Doctors without Borders seeks to employ a suitable qualified Nurse Mentors to join the team in Butterworth. Providing robust onsite continuous training/ coaching/ mentoring and enhances supervision, supporting and enhancing high level problem solving, diagnostic, and decision-making skills, leading case discussions and addressing issues of quality assurance, as well supporting with health systems strengthening tasks in DOH facilities according to MSF and DOH nursing protocols, standards and procedures, in order to war-rant efficiency, quality and continuity of prescribed care.

### **2. OVERALL RESPONSIBILITIES**

#### **MAIN RESPONSIBILITIES**

- Identify competency gaps and other health system-level issues negatively impact quality care delivery in MSF-supported high volume health facilities where resources, including specialized training, medications, and equipment, are more limited.
- Mentorship roll-out:  
Develop and roll out a mentorship strategy under the leadership of the NAM to improve the quality of patient care by providing a one-on-one patient-centered approach and addressing some of systems related issues listed below:
  - Work closely with the NAM in planning and rolling out the mentorship program, as well as support the planning, implementation, and evaluation of the mentorship workshops
  - The mentoring strategy will involve sitting next to the mentee during clinic hours and carrying out the mentoring during routine NCD and general consultations. Included in the one-on-one mentoring process will be the giving of small theoretical interactive teaching sessions to small groups of clinicians.
  - Provide guidance and share clinical experiences to help mentees gain confidence in detecting, diagnosing, treating, and providing long-term continuous management for patients with NCDs.
  - Equip nurses technically in understanding the diseases at PN level.
  - Support them in gaining proficiency in using the APC for DM and HT
  - Support them in procedural functions - entering data, using ACR/FHR
  - Developing caring interaction with patients
  - Integrating the care of NCDs into an HIV/TB consultation for comprehensive chronic disease management
  - Understanding their work realities and supporting them in addressing the challenges that impact on their consulting efficiency.
  - Building a team of health professionals with a sense of pride in and enjoyment of their work and a sense of belonging
  - Carrying out file reviews and file audits to monitor quality of care and documentation.
- Health systems strengthening through regular engagement, lobbying and support to Subdistrict Management, Operational Managers, and Facility nurses.
  - Specific tasks include, but not limited to, supporting with decanting to DMOCs (Differentiated Model of Care), supporting diagnostics and dispensary challenges, supporting health promotion activities, addressing appointment, and filing system challenges in collaboration with the Department.
- Implementation of Point of Care HbA1c tests
  - Together with PMR, NAM, and MSF medical advisors, develop SOPs for implementation of POC HbA1c in DOH selected facilities, train professional nurses in implementation, develop tools and monitoring systems for implementation and tracking.

- Together with PMR, coordinate with and advocate to stakeholders and partners for integration into current laboratory systems
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- Data and reporting
  - Work with the NAM to gather the data needed for programmatic analysis.
  - Contribute to the Reporting where needed and quarterly reporting indicating the development and progress of the nurse mentorship.
- General
  - Participate in the meetings, seminars, conferences, workshops, and webinars in line with relevant nursing and community healthcare as contributing services to the universal health coverage and improvement of the person and people-oriented quality.
  - Implement all nursing-related activities concerning activities and program.

### 3. GENERAL REQUIREMENTS:

<b>Education</b>	Registration with the South African Nursing Council as a Clinical Nurse Practitioner or as a specialist Nurse Educator Recognized degree or college Diploma in nursing, Grade 12/ NQF level 4
<b>Experience</b>	Minimum of 12 months of experience in mentorship or education
<b>Languages</b>	Minimum of at least 3-5 years of general nursing experience in a Primary Health Care setting. Fluency in English and Xhosa essential (or other Nguni languages)

#### Job Advantages and Career opportunities:

- Experience in a well-known and professionally recognized international medical humanitarian organization
- Salary package comparable to other non-profit organizations
- 100% health insurance coverage
- 10% pension contribution towards the employer fund

**TO APPLY:** please email a one page motivation letter, your comprehensive CV with details of 3 contactable referees to: [msfocb-butterworth-hr@brussels.msf.org](mailto:msfocb-butterworth-hr@brussels.msf.org) or hand deliver to Doctors Without Borders, 46 Scanlen Street, Butterworth between Monday- Friday, 08h00- 16h30.

**Closing date: 08 August 2025**

Doctors Without Borders South Africa Mission NPC reserves the right not to make an appointment if a suitable candidate cannot be found. While we thank all interested applicants, further communication will be limited to short-listed candidates only and no late applications will be accepted after the closing date.