



UNIVERSITY OF CAPE TOWN / WESTERN CAPE GOVERNMENT

POSITION DESCRIPTION

PROFESSOR AND HEAD DEPARTMENT OF OBSTETRICS AND GYNAECOLOGY FACULTY OF HEALTH SCIENCES

DEPARTMENT OF OBSTETRICS AND GYNAECOLOGY

The Department of Obstetrics and Gynaecology is one of 13 Departments in the Faculty, and has a clinical, teaching and training platform that spans three hospitals: Groote Schuur Hospital which manages high risk obstetrics and fetal medicine as a Tertiary Unit, and three general/ gynaecology sub-specialities. The subspecialities include: Reproductive Medicine, Gynaecology Oncology and Urogynaecology. All subspecialities have a general gynaecology commitment and others such as Paediatric Gynaecology (supervised by head of Gynaecology Oncology), termination of pregnancy services (Reproductive Medicine Unit), among others. In addition the clinical platform includes New Somerset Hospital which provides level 2 Obstetric and Gynaecological services and Mowbray Maternity Hospital which provides secondary level obstetric care.

Members of the Department provide clinical care at GSH, RCWMCH and the various hospitals of the Metro West complex, extending to the Eden District. We offer the full spectrum of obstetric and gynaecology specialties, including subspecialties, and are committed to providing the best possible care for patients from the Western Cape and elsewhere in the country.

The Department prides itself on providing an outstanding, highly specialized women-centred clinical service and excellent teaching to under- and postgraduate students, with a strong emphasis on implementing evidence-based medicine and research. In addition to undergraduate teaching, the Department of Obstetrics and Gynaecology provides surgical training for postgraduate students (South African and international registrars) as well as Senior Registrars undertaking sub-specialist training and Research Fellows. There are over 40 registrars registered for a Masters in Medicine as well as numerous fellows undertaking subspeciality training in the Department. Teaching is in the form of formal tutorials, Morbidity and Mortality meetings, research meetings, clinical meetings, observation, ward rounds as well as supervised hands-on surgical procedures. Our graduates are among the most sought-after worldwide, many having taken up leadership positions in other centres around the country and internationally.

This is a highly productive department for cutting-edge research with an excellent track record in terms of research output. Clinical research has always been one of the strengths of the Department of Obstetrics and Gynaecology, and the last 100 years have seen major contributions to the science of Obstetrics and Gynaecology. Each Unit has a rich tradition of research and innovation, with some having their own dedicated research laboratories, and along with Surgery, Anaesthetics, and Public Health, Obstetrics and Gynaecology have joined the Faculty movement towards Global Surgery.

POSITION DESCRIPTION

JOB TITLE: **Professor and Head: Obstetrics and Gynaecology**

LOCATION: **GROOTE SCHUUR HOSPITAL**

This permanent post is on the establishment of the University of Cape Town under the Joint Agreement with the Western Cape Government: Health.

1. JOB PURPOSE

To lead, consolidate and manage in the Department of Obstetrics and Gynaecology within the context of South Africa, the African continent and Internationally. This includes input into service provision, teaching, training and research.

2. KEY PERFORMANCE AREAS

The staff member undertakes to focus and to work actively towards the promotion and implementation of the Key Performance Areas within the policy framework and procedures of the University and the framework of the laws and regulations governing the Public Service. An important part of the incumbent's responsibilities will be the development of a strongly transformative agenda within the department so that it is a space of representative demography, innovative teaching, learning and research as well as a socially responsive culture. The following is required:

2.1 Management and Leadership

- Oversee all clinical, academic and administrative staff in the Department of Obstetrics and Gynaecology and take responsibility for human resource management including staff allocation to different areas, work plans, leave, career progression and mentorship
 - Oversee the general operating budget as well as research budgets in the Department of Obstetrics and Gynaecology
 - Liaise with hospital managers to provide input into clinical governance, consumable and other hospital budgets and joint staff contracts in collaboration with Western Cape Government: Health.
 - Promote transformation within the Department of Obstetrics and Gynaecology and in the profession, in alignment with the University Vision 2030
 - Promote research, training and teaching in Obstetrics and Gynaecology relevant to South Africa and the African continent
 - Ensure administrative oversight over all processes related to student teaching and assessments and student research programs
 - Promote inter-disciplinary, multi-professional and inter-sectoral collaborative teamwork for the ongoing development of Obstetrics and Gynaecology through clinical service, education and research initiatives
 - Participate in Faculty projects and meetings as required, liaise closely with Faculty leadership and drive projects in collaboration with the vision and mission of the Faculty of Health Sciences
 - Active participation in all University activities, rolemodel of being a good citizen of the University, Faculty and Department and lead by example
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- Work closely with all disciplines and clinical platforms in the broader Department of Obstetrics and Gynaecology as well as with other Departments through transversal collaboration.

2.2 Clinical Service

- Participate actively in the clinical services with a subspecialist interest
- Actively participate in clinical governance and the implementation of evidence-based medical practice

- Organize the service delivery platform, providing oversight, leadership and general organization within the hospital for surgical emergencies and trauma as well as elective surgery in the specialty of Obstetrics and Gynaecology
- Provide critical oversight over hospital systems and operational procedures affecting service delivery in Obstetrics and Gynaecology, sustaining a high level of competence in the context of resource constraints
- Foster partnerships with WCG, and practitioners in the public and private health sectors
- Ensure consistent and relevant interaction between the University of Cape Town and the Provincial and National Departments of Health
- Promote engagement with national health care policies through teaching and research and availability to serve on committees as per need and ability

2.3 Teaching & Learning

- Accountable for undergraduate education in Obstetrics and Gynaecology including training on the clinical platform for UCT undergraduate students and visiting elective students
- Oversee postgraduate teaching and training for registrars in Obstetrics and Gynaecology including work-based assessments, academic preparation for the FCOG(SA) exam and completion of the MMed (O&G) degree
- Oversee teaching and training of international postgraduate students in Obstetrics and Gynaecology
- Accountable for sub-specialist training in various areas of Obstetrics and Gynaecology
- Ensure appropriate curricula (including new courses, where relevant) for O&G which includes primary health care approaches and health service provision across the different levels of health care (i.e. primary, secondary and tertiary), Basic, laparoscopic and more complex Surgical Skills and other courses
- Ensure constant upgrading of teaching skills (content and assessment) and application in line with African and International norms and needs

2.4 Research

- Oversee clinical research and basic scientific research in the Department of O&G
- Provide support to members of the Department of Obstetrics and Gynaecology who are supervising postgraduate students, and provide supervision to undergraduate, masters and doctoral students as required
- Drive processes that increase collaborative research in the Department of Obstetrics and Gynaecology
- Ensure support for research is available e.g. statisticians and other skills that enable research
- Provide training in research methodology, good clinical practice, ethics and regulatory requirements
- Ensure that supervisors of research at Masters and Doctoral level are adequately equipped and trained to provide high level supervision
- Raise funding for ongoing, relevant and cutting-edge research in the field
- Provide an environment that encourages and supports the research enterprise in alignment with the Faculty, University and Western Cape Government strategic goals
- Support Faculty and University committees to generate research intensive activities within the clinical department

2.5 Social responsiveness

- Promote projects that enhance community outreach, policy input and health systems development
- Encourage students, trainees and specialists to promote community engagement in development of a holistic approach to patient care.

3. CHARACTERISTICS OF THE INCUMBENT

Skills and Abilities

- High level clinical and surgical skills in general or a major area of Obstetrics and Gynaecology
- Outstanding leadership qualities
- Research skills and the ability to lead a multi-disciplinary team of researchers
- Skills and experience in undergraduate and postgraduate teaching and training
- Ability to build and maintain effective partnerships and relationships with internal and external stakeholders
- Ability to consult and mentor
- Ability to identify and translate strategic needs into a practical set of objectives and action plans
- Ability to generate funds for research
- Ability to create an environment that facilitates growth, development and promotion of diversity, inclusivity and engagement
- Stimulate new ideas and 'out of the box' thinking, sharing of ideas and creating an environment in which all can thrive
- Place a high value on a humanitarian, compassionate and skillful relationships

Qualifications and experience

- Registerable or registered as a specialist and/or subspecialist in the discipline of Obstetrics and Gynaecology with the HPCSA
- For both categories above, at least 5 years' experience at specialist level is mandatory.
- Proven track record of research through publications, grants and grant applications and to create an enabling environment for senior and junior staff to engage with Research
- In depth knowledge and expertise in the discipline of Obstetrics and Gynaecology
- Knowledge of the health sector and its services, health equity and human rights for health as it pertains to medical and surgical practice
- Knowledge of research methods including knowledge as it pertains to epidemiology, statistics and the science of the discipline

(The detailed UCT/Western Cape Government performance agreement for Medical Specialists is available on request).