



AFENET Secretariat  
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www.afenet.net

# Job Opportunities

**Date: Monday January 22, 2024**

**Program: Botswana Public Health Institute**

**Duty Station: Gaborone, Botswana**

**Application deadline: Monday February 5, 2024**

## Background:

African Field Epidemiology Network (AFENET) is a not-for-profit organization, networking and service alliance of African Field Epidemiology and Laboratory Training Programs (FELTPs), and other applied epidemiology training programs in Sub Saharan Africa. Through its member field epidemiology training programs, AFENET is dedicated to supporting African ministries of health build strong, effective, and sustainable programs with capacity to improve public health systems. AFENET's vision is to ensure a *"Healthier Africa"* by effective prevention and control of epidemics and other priority public health problems in Africa.

In October 2022, the Botswana Ministry of Health with support from technical partners such as the United States Centres for Disease Control and Prevention (US CDC) launched the Botswana Public Health Institute (BPHI). This is in line with the world's best practices in preparing for effective response to public health emergencies. The US CDC in Botswana continues to support the BPHI to establish strong and functional pillars to achieve its intended mandate. Working with AFENET, the US CDC in Botswana will support the human resources needs for the BPHI specifically for the surveillance and laboratory pillars. Within the framework of this collaboration, the AFENET seeks to hire skilled and experienced health professionals to fill the following positions as per the detailed job descriptions below.

## 1. Post

**Title: Laboratory Scientist (Microbiology & Parasitology)**

**Number of vacancies: One (1)**

<b>Work Schedule</b>	<b>40 hours per week</b>
<b>Duty Station</b>	<b>National Public Health Laboratory, Gaborone – Botswana</b>
<b>Grade Level</b>	<b>D4</b>

## Position Description

The primary role of the laboratory scientist is to provide specialized laboratory services in the areas of microbiology and parasitology testing to diagnose. Additionally, the person is expected to build capacity of laboratory personnel through training and mentorship to detect and respond to public health threats posed.

**Main duties:**

- Develops operational systems of relevance to the functions of the assigned specialized laboratory section.
- Assist with the investigations to be carried out to determine the cause of diseases according to clinical details of patient and carries out specialized laboratory tests diagnose diseases in the laboratory.
- Plans and implements program and guide subordinates to implement the program effectively. Assumes direct responsibility for activities, which require substantial knowledge of the underlying principles and higher professional judgments.
- Advises what equipment and material resources are to be used in the laboratory department.
- Ensures that the services are consistent with established standards and the objectives of the Ministry of Health as regards curative, preventive and promotive services.
- Reviews records and reports to ensure that the laboratory services achieve established standards.
- Implements and monitors the quality control program of the laboratory specialization of concern at national level.
- Outlines and implements a safety program and in accordance with established guidelines. Ensures that all guidelines are followed by all staff in the specialization of concern.
- Assesses workload and sets priorities. Organizes and directs subordinates to undertake laboratory activities in order of priority. Determines how assignments should be carried out to be completed within time.
- Identifies areas of research through interest and input from other departments based on retrospective studies as well as literature reviews.
- Participates in the investigations and control of disease epidemics.
- Ensures that all results produced from the section are valid and reliable by scrutinizing the reports and decides on an effective system of reporting.
- Monitors and assesses the performance of subordinate staff to ensure effective delivery of laboratory services.
- Identifies areas requiring personnel training and upgrading and makes appropriate recommendations to seniors regarding education.
- Participates in the annual appraisal of subordinates and makes appropriate recommendations to seniors.

- Participates in the development of a procedure manual as necessary and ensure adherence to the technical guidelines to laboratory personnel with regards to implementation of prescribed procedures, ensuring their standardization and uniformity throughout the country.
- Assists in the preparing technical specifications for tenders and participates in the evaluation of offers from tenders, for making recommendations.
- Laisse with the Head of Maintenance Workshop on all matters related to maintenance and repair of laboratory equipment. Monitors the utilization and maintenance of all equipment within the section to ensure instruments are operational and always functioning properly. Performs minor maintenance procedures and repairs and maintenance to the workshop.
- Compiles and analyses statistical reports of work related to the field of specialization for purposes of future planning and research.
- Writes up project proposals and budgets for funding. Conducts and supervises juniors in undertaking appropriate research studies in collaboration with medical specialists and scientists. Utilizes research information to improve the quality of laboratory services as well as to write up papers for publication.
- Contributes to the development of laboratory services by providing scientific and technical expertise on issues pertinent to fields of specialization.
- Laisse with clinicians and other members of the health team as necessary for establishment of effective communication links between laboratory and user departments.
- Participates in relevant committees such as Infection Control Committee, which provides safety guidelines for laboratory as well as surveillance for hospital acquired infections.
- Participates in in-service training program for other health workers as a resource person. Assumes responsibility for teaching new recruits, junior staff and students on internship, demonstrating scientific and technical procedures and new instrumentation as necessary.
- Undertakes any other related duties as required to meet the exigencies of the service.

### **Requirements**

- A qualified medical laboratory scientist registered with Botswana Health Professions Council (BHPC).
- B.Sc. in any of the disciplines of allied medical profession.
- Knowledge and experience in microbiology and parasitology
- At least 5 years and high competence as medical laboratory scientist.



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**Knowledge:**

- Excellent theoretical and practical knowledge of at least in the areas bacteriology and parasitology.
- Excellent understanding of medical laboratory regulation requirements

**Skills:**

- Excellent presentation skills
- Excellent communication skills
- Good computer literacy

**Personal attributes:**

- Leader, team-worker, collaborator, and facilitator.
- Management skills, teaching skills, communication skills.

**How to apply: Submit your resume, application letter, and relevant documentation to:**

- The Administration & Human Resource Office
- African Field Epidemiology Network (AFENET)
- <https://recruitment.afenet.net> and a copy on Email: [sec@afenet.net](mailto:sec@afenet.net)

\*ONLY successful candidates shall be contacted for an interview.

**Please note that all applications should be sent online by close of business 5:30 pm (EAT)  
Monday February 5, 2024**

**Note: More details about this position can be obtained from our website: [www.afenet.net](http://www.afenet.net)**