



JOB POSTING

POSITION: HOME CARE MANAGER

LOCATION: CAPE TOWN

START DATE: FEBRUARY 2026

ESSENTIAL MINIMUM REQUIREMENTS

FORMAL EDUCATION: REGISTERED NURSING SISTER - 4 Year Diploma or BCurr (SANC registered)

EXPERIENCE:

The ideal candidate will have proven experience in managing people, processes, and resources within a care environment. Expertise in professional nursing processes and practices, employee training and development, gerontology/geriatrics, and the ageing process is essential. Experience in nursing care plans and assessments of health status of residents, including those physical and/or cognitive frailty, is required. Knowledge of or experience in palliative care will be an advantage. Excellent management and communication skills, with the ability to work effectively within a diverse team, are critical.

COMPETENCIES:

- Skilled in designing and evaluating nursing care plans to support activities of daily living aligned with nursing assessments.
- Proficiency in scheduling activities, managing resources, and delivering quality care services to residents.
- Competence in management of illnesses within legal scope.
- Valid Code 08 driver's licence is mandatory.
- Proficiency in both English and Afrikaans.
- Computer literacy, including Microsoft Office proficiency.
- Ability to engage professionally with staff, residents, and families.

ATTITUDE: Must be positive, proactive, patient, empathetic, and dedicated to person-centred care. The candidate should be observant, enthusiastic, and committed to identifying and meeting the needs of residents.



KEY RESPONSIBILITIES:

- Manage the overall delivery and quality of assisted living services, ensuring care plans are relevant and updated in collaboration with the Lifestyle Consultant and multidisciplinary teams.
- Coordinate assessments and reassessments for residents to meet their changing care needs.
- Supervise, mentor, and develop the care team, maintaining staff rosters, managing leave, managing recruitment, and ensuring adherence to continuous performance improvement system.
- Conduct care quality and risk assessments, spot checks, and incident investigations to uphold compliance with company standards and South African Nursing Council regulations.
- Oversee communication of care service changes to residents, families, and team members, including costings and contractual details.
- Ensure accurate costing and timely submission of assisted living services and stock management.
- Maintain health and safety standards, infection control protocols, and emergency incident procedures.
- Implement the Trans-50 Care Strategy and contribute to training initiatives and wellness activities.
- Manage operational budgets, procure equipment and consumables, and maintain related records.
- Participate in management committee meetings and care plan meetings.
- Promote positive relationships with residents and their families, addressing complaints and ability to work on electronic recording system for all nursing interactions.

APPLICATION PROCESS

Interested applicants who meet the above requirements are invited to submit their written application and CV to Shaun Fabricius via email at panoramamanager@trans50.org.za or deliver a hard copy directly to the Panorama Palms village on or before the closing date. For enquiries, please contact Shaun Fabricius on 021-930-6035.

Closing Date: 31 October 2025

All applications will be treated with strict confidentiality.