

Operational Flight  
Emergency Care  
Practitioner, Medical Doctor,  
ANT  
LOCUM STAFF

Introduction from the CEO



Dear Aspirant ROCKET Team Member,

I am honoured to share with you some reflections about ROCKET, our operating philosophy and to provide glimpses of our hopes for the future.

The launch of ROCKET (Rapid On-Call Emergency Transport) 6 years ago, was conceived on the premise that emergency patients in South Africa deserve better. In our opinion, the advent of corporate financial medicine has bent the industry away from optimal patient care, which has instead been traded off against actuarial calculations, income statements and balance sheets. Individuals are left short on access to appropriate emergency care, not only because of financial medicine but also because of the consequential deterioration of emergency services in outlying areas.

To borrow from Dr Martin Luther King Jr, the industry in its traditional form, is defaulting on its promissory note to patients. Instead of honouring a sacred obligation, it has given patients a bad cheque, a cheque which (*almost in a literal sense*) has been returned marked “insufficient funds”.

Our VISION is to change the above dynamic and to transform the pre-hospital industry to the benefit of SA’s patients and professionals. We are on a MISSION together to build not only the best HEMS system and service in SA, but to develop tools, platforms (including training) and operating models to empower and equip emergency healthcare professionals to provide the best possible patient outcomes.

*De-commoditising the patient experience and re-igniting the soul of the industry, are key ROCKET objectives.”*

*“We believe in an operating philosophy founded on the principles of 1) Idea Meritocracy (the best ideas must come to the fore and win), 2) an inclusive and engaging environment, and 3) a JUST CULTURE.*

#### What makes us Different?

We believe this new sustainable model is possible because of four strong foundations that create leadership economics for our Company:

- *Our people, unique culture, and values.*  
ROCKET strives to be the employer of choice for the industry’s leading talent, operating in an empowering inclusive culture.
- *Our unique asset base and infrastructure.*  
We own key aspects of the value chain allowing us to control the aspirational level at which execute on the promises we make.
- *Our enthusiasm for disruptive innovation.*  
We have an endless appetite to understand, to challenge and to innovate. To achieve superior performance, we need to do things differently and with excellence as a non-negotiable. This requires unique leadership capabilities, a careful investment in talented individuals and a passion for problem solving. We believe these are ROCKET’s strengths.
- *Our courage.*  
We have the courage to engage in honest conversation. Not afraid to say no, we strive to always do what is right, not what is easy.

#### The way we work – the ROCKET Way

The way we work is founded in our VALUES of:

- *Excellence*
- *Reliability*
- *Safety*
- *Care, and*
- *Sustainability*

These principles underpin the ROCKET Way and as a team we hold ourselves and each other accountable to these.

Allow me to highlight some further aspects underscoring the ROCKET Way:

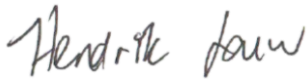


- **Collaboration:** We work best when we work together. We are one team united around a common objective. There can be no silos or hierarchical sentiments in ROCKET. Doctors, ECP's, Paramedics, Pilots, Support and Admin – we are all professionals, passionate about the same goals;
- **Execution:** The success of our strategy is dependent on our continued ability to execute with excellence and discipline;
- **Learning from mistakes:** We have and will continue to make mistakes. Everybody does. However, when we make mistakes, we will recognise them, we will own them, learn from them, and work together to avoid repeating them;
- **Accountability:** We will adopt a spirit of accountability. Accountability towards our individual and team goals, deliverables and importantly our core values and operating principles (including the ROCKET Way).

### Enjoy the journey.

Importantly, it is my wish that you will enjoy the journey with us and that you will build lasting memories and meaningful relationships at ROCKET, whilst building something special together.

Kind regards

A handwritten signature in black ink that reads "Hendrik Louw".

## VACANCY

### Polokwane Locum Crew Intake

Important: This is NOT a full-time position.



ROCKET is opening applications for Locum Crew in Polokwane. Our locum staff are held to the same operational, clinical, and cultural standards as our permanent teams. Being locum at ROCKET is not “casual cover”, it is an extension of our brand and reputation.

### INTAKE DETAILS

- Next intake closes: 1 June 2026

(Interviews, simulations, and the physical assessment will run in November and December as needed)

- Frequency: 2 structured intakes per year only
- Commitment: Must be able to commit to a minimum of 2 shifts/month at the very least

### MINIMUM REQUIREMENTS

- ALS Qualification (ECP, ANT, Medical Doctor)
- Some critical care experience would be ideal
- 2 years of operational experience post-qualification
- All certifications, current or booked for completion by the end of 2026:
  - Airway (DAMIT)
  - Ultrasound (POCUS/EFAST)
  - Neonatal Resus/Retrieval
  - BLS, ACLS, PALS, ITLS, 12-lead ECG
- Full application package: CV, certifications, proof of registration, CPD compliance, contactable references

### SELECTION PROCESS

- Application review → Panel interview → Skills assessment simulation
- Orientation shifts → Trial period (minimum 3 flights required)
- Continuous monitoring, review, case debriefs, and skills tracking

### CULTURAL EXPECTATIONS

- Being “ROCKET Ready”: accountable, safe, collaborative
- Full participation in PRFs, debriefs, restocking, and case updates
- Seen and treated as part of the full-time system

### CLOSING DATE

31 May 2026

Please email a detailed CV and copies of all required qualifications & registrations to:

masindi@rockethems.co.za – please mark your email with “LOCUM STAFF APPLICATION”.



Only applicants who meet all requirements (or have proof of courses booked before year-end) will be considered.

