

**2 x Operational Flight
Emergency Care
Practitioner
and
2 x Paramedic/ANT**



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) almost 7 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 dark ink, appearing to read "Hendrik Jansen".

Job Description

Job Title:	Operational Flight Medical Practitioner / Emergency Care Practitioner / ANT
Reporting to:	Polokwane Base Manager
Based at:	Polokwane Base
Contract:	Full-time
Roster Pattern:	To be discussed in interview Ad-hoc as required
Pension:	Options to be discussed with successful candidate
Annual Leave:	15 days – year 1 & 2 18 days – year 3
Salary:	Calculated based on experience and qualification, using our in-house matrix.
Start Date:	01 November 2026
Additional Requirements: Medical:	Operational clinical Experience of at least 2-years Current: Advanced Cardiovascular Life Support Aviation Healthcare Provider Course Advanced Trauma Life Support (*MP) International Trauma Life Support (*ECP) Paediatric Advanced Life Support Ultrasound Crash course/Introduction An 18 Lead ECG course Neonatal Resus/Retrieval DAMIT/ EMOVA Airway 2018 CPG Update Complete An HPCSA certificate of CPD compliance should accompany all applications. *Please note, should you not be current in any of the above courses, proof of booking and payment for the courses will need to be provided on application. If you are not current with these requirements – your application will unfortunately not be assessed.
Rescue:	Willing to undergo the required training and develop proficiency in Short-Haul and Long-Line Rescue operations to provide overtime support at other bases, subject to availability. Please note that this would be an additional capability, as the base will not have an established rescue capability.



Notes:	The successful candidate for this post would ideally live in Polokwane or surrounds. Preference will be given to local applicants over others. Interviews and physical will take place in Polokwane in the later part of September 2025.
Operational:	Please note that the successful candidate will be based on Primarily in Polokwane, with the option of overtime at other bases should it be available
Interview process:	Please note the following are required as part of the interview process: 1. Online Shadow-Match (personality) assessment 2. Physical preparedness assessment 3. Clinical interview process 4. Clinical simulation assessment (practical)
Applications:	Please send a full CV as well as all course certificates and qualifications to: ettienne.coetser@rockethems.co.za Potential candidates will be invited to take the online Shadow-Match assessment. Candidates who perform well in the Shadow-Match assessment will be invited to the interview, clinical simulation, and physical assessment processes.
Closing Date:	10 September 2026

