

Job Description

Title: Senior Biomedical Scientist (DEP)

Band: 7

Staff Group: Healthcare Scientists

Reports to: Histopathology Operational Manager (HISOM)

Job Purpose:

The Portsmouth Histology department is seeking a highly motivated and appropriately skilled Senior Biomedical Scientist in Dissection to join our dedicated and professional team. This is an exciting opportunity for an experienced individual with a strong background in histology, excellent skills in specimen dissection and a commitment to delivering high-quality diagnostic services. The successful candidate will play a role in supporting accurate diagnosis, maintaining highest standards of patient care, and contributing to the effective delivery of our pathology service.

The Histopathology department at Portsmouth Hospitals University NHS Trust processes around 43,000 cases, generating ~350,000 slides per year. We are UKAS accredited against ISO 15189 standards and we hold training laboratory status from the Institute of Biomedical Science (IBMS) and support training where appropriate.

- The post holder will undertake the role of expert specimen dissector in a range of sub-specialties in Royal College of Pathologists (RCPATH) categories A to C.
 - The post holder will work in accordance with the RCPATH guidelines; and comply with national cancer datasets and tissue pathways in conjunction with local clinical direction and requirements.
 - To be an active part of the BMS dissection team and assist in the training of others.
 - To act as part of the B7 Senior BMS team within Histopathology, providing senior level advice and support.
 - Provide leadership, advice, and support to the wider team; and deputise for the Histopathology Operational Manager as needed.
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Key Responsibilities

Specific Post Functions

- To be a member of the DEP-qualified cut up and Senior BMS team.
- To perform independent dissection of complex specimens within defined scope of practice, seeking clinical advice where necessary.
- To maintain all associated departmental records and documentation related to the role.
- To assist in the provision of service delivery in the specified area of work.
- To assist the dissection leads and HISOM in providing scientific and technical advice within the department and to service users.
- To participate in the training and development of scientific and medical trainees.
- To participate in meetings required for role (senior BMS huddle, dissection meeting, lab meeting).
- To provide specialist advice to colleagues and service users.
- To liaise with colleagues from external departments as required to ensure optimal patient care.

- To function within a core team of senior Biomedical Scientists and participate in staff supervision, training, performance reviews, recruitment and absence management.
- Participate in the laboratory rota as required for service needs as determined by the HISOM.
- To work closely with and build professional relationships with all Pathology disciplines.
- Ensure laboratory equipment is safe, validated, adequately maintained and calibrated.
- To participate in the quality management system including the preparation for and participation in and resolution of any findings from UKAS inspections.
- To ensure Health and Safety is maintained in the relevant working area.
- To participate in the on-call service (voluntary) if desirable.

Technical

- To provide training and support with on-going competence for all staff who will work in all areas of histopathology (excluding medical staff).
- To ensure that preventative maintenance schedules on laboratory instruments are undertaken according to laboratory protocols and that equipment is functioning to specification prior to use.
- To ensure that reagents for use in laboratory investigations are ordered in a timely fashion and prepared and stored correctly, conscious of the very high cost of some of these.
- To perform manual, semi-automated and fully automated laboratory investigations, in a safe, efficient, and timely manner
- To maintain Quality Control programmes within the department and co-operate with other senior staff in maintaining high standards of service to clinical users.
- To undertake technical validation of complex results from laboratory investigations to ensure accuracy and precision as specified by laboratory protocols.
- To ensure that the calibration of laboratory instruments takes place according to laboratory and manufacturers protocols.
- To troubleshoot when quality control procedures indicate loss of performance of the laboratory instruments or methods.
- To investigate and report to the Laboratory Service Manager and/or Operational Manager when there is a situation which may cause a service delivery failure.
- To participate in the pre-analytical and post-analytical processing of specimens and laboratory results.
- To do the above in the knowledge that failure, or underperformance, risks the lives and well-being of our patients.
- To participate in relevant EQA schemes, conveying results to Cellular Pathology management teams, escalating any issues, and helping to investigate any poor performance.
- To participate in all QMS activities as required by the HISOM or departmental quality manager.

Scientific

- To assist the Histopathology Operational Manager in the application and development of improvements in test methods, including the introduction of new tests or laboratory instrument evaluation.
- To participate in research and development.
- To carry out the above with the aim of maximising the quality of our service and minimising the costs.

Clinical

- To interpret the performance and integrity of laboratory results and take appropriate actions to ensure they benefit the patient.
- To assist in patient management by ordering first-line and follow-up laboratory procedures as indicated from given clinical information and results of primary tests, respectively.
- To refer clinically significant, abnormal presentations to medically qualified colleagues.
- To participate in clinical audits, as required.
- To escalate any cases requiring urgent clinical action.

- To keep up to date with developments in specimen reception, dissection and general histology.

Laboratory Informatics

- To comply with local and national policies for the safe, secure, and confidential processing, and storage of patient and other laboratory information.
- To use the Laboratory Information System according to the authorised protocols.
- To maintain the integrity and accuracy of laboratory databases.
- To undertake training to keep abreast of changes in the information systems.

Administrative

- To ensure compliance with good work practices required to maintain ISO15189 standards.
- To act as a member of the B7 senior BMS team within Histopathology, providing senior level advice and support and helping to deputise for the Histopathology Operational manager when required.
- To ensure that Standard Operating Procedures are regularly monitored and updated as required.
- To ensure that slides are prepared in a timely manner so that they can be examined, and results are reported within the agreed turnaround time.
- To train, develop and assess the competence of Specialist Biomedical Scientists, Associate Practitioners, Medical Laboratory Assistants, Medical Technical Officers, Trainee Biomedical Scientists, and students training within the department.
- To monitor the stock levels of reagents and consumables and ensure that adequate working stocks are maintained.
- To store slides and blocks so that future access for review can be made.

General

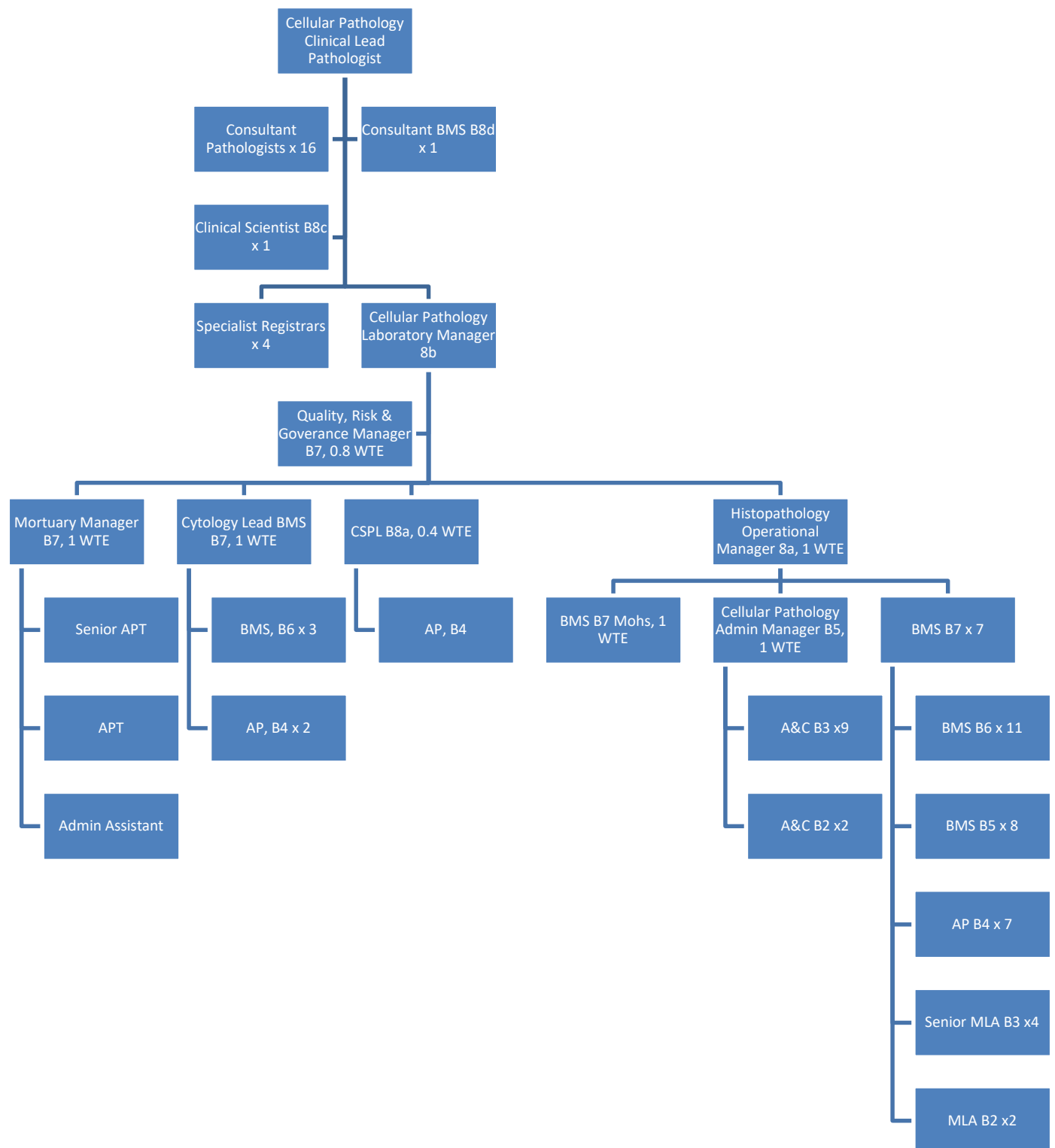
- To perform all duties under challenging conditions that are often because of constraints of time, staffing levels and environmental conditions.
- To maintain registration as a Biomedical Scientist with the Health & Care Professions Council (HCPC).
- To maintain professional competence and be aware of developments in areas of responsibility and other biomedical sciences.
- To demonstrate continual professional development to maintain skills and knowledge.
- To co-operate with other departmental and hospital staff to promote awareness of the professional image of Pathology throughout the Trust.
- To participate in an annual appraisal and personal development review.

Other

Job Holders are required to:

- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
 - Always keep requirements in mind and seek out to improve, including achieving customer service performance targets.
 - Adhere to Trust policies and procedures, e.g., Health and Safety at Work, Equal Opportunities, and No Smoking.
 - Act in such a way that at all times the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.
 - Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect conform to the requirements of the Data Protection Act 1998, including the responsibility to ensure that personal data is accurate and kept up to date.
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Organisational Chart



Other

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility

 Management Essentials We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers. This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust. Please click here for further information on the Management Essentials programme.	 Leadership Insights Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership. If, this is of interest to you, you will be able to enrol upon commencement with the Trust. Please click here for further information on the Leadership Insights programme.
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Person Specification

Qualifications and Experience

Essential

- IBMS Diploma of Expert Practice in Histological Dissection
- Member or Fellow of the Institute of Biomedical Science (IBMS)
- BSc (Hons) or equivalent in Biomedical Science
- MSc or working towards attaining a higher qualification
- Health and Care Professions Council (HCPC) registration as a Biomedical Scientist
- At least three years' post-registration experience working in a hospital laboratory environment
- Be able to demonstrate a high level of specialist knowledge and practical experience in histology
- Experience of training and development in a busy hospital environment
- IBMS Specialist Portfolio in Cellular Pathology
- Evidence of continuing professional development (CPD).

Desirable

- Experience of working at the Senior BMS level.

Skills & Knowledge

Essential

- Leadership
- Good working knowledge of Laboratory Information Systems
- Good working knowledge of Laboratory Equipment
- Good working knowledge of Microsoft Office and other hospital IT systems
- Ability to use highly complex automated equipment.

- Ability to maintain standards of accuracy and hand to eye coordination in repetitive manual techniques and working in a methodical, organised manner.
- Ability to undertake the technical validation of results.
- Communication and interpersonal skills
- The ability to work using own initiative and without supervision.
- Interpretation of diagnostic laboratory results
- Excellent verbal and written communication skills.
- Understanding of Health and Safety legislation and procedures
- Practical knowledge of departmental equipment and methods
- Problem solving skills.
- Demonstrable ability to lead by example.
- Demonstrable ability to make informed decisions in area of responsibility.

Personal Qualities

Essential

- An understanding of the political sensitivities of the Trust
- Ability to demonstrate confidentiality and trustworthiness.
- A willingness to be flexible and part of a team.
- Ability to demonstrate a high degree of concentration and attention to detail.
- Deal calmly and politely with members of hospital staff who are working in areas of extreme pressure.
- Ability to cope under stressful conditions.
- Ability to juggle many priorities at one time, whilst remaining calm

Working Together for Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: