

Job Description

Title: Specialist Biomedical Scientist

Band: Band 6

Staff Group: Technical & Scientific

Reports to: Section Leaders, Blood Sciences

Job Purpose:

The role of the Specialist Biomedical Scientist is to carry out investigations on samples of tissue and body fluids to aid in the diagnosis of disease and monitor the treatment of patients by:

1. Assisting in the provision of reliable and accurate analytical data for the Trust, in accordance with relevant regulatory standards and requirements (including ISO 15189 and MHRA).
 2. To work as part of a team of Biomedical Scientists to deliver, within budget, a patient-orientated medical laboratory service to contribute to efficient and effective care.
 3. To demonstrate an exemplary standard of work at all times; including the supervision, training and guidance of laboratory staff as required.
 4. To deputise for Senior Biomedical Scientists as required
 5. To provide specialist advice to clinicians as to the appropriateness of tests and timescales.
 6. To assist in the ongoing achievement of departmental quality standards.
 7. To have attained specialist knowledge in Biochemistry, Immunology, Haematology or Blood Transfusion through a minimum of two years' experience as a HCPC Registered Biomedical Scientist working in that discipline.
 8. To participate in the agreed working patterns of the department to provide a safe and effective service as appropriate for specialist role.
 9. To perform designated specialist role such as Health & Safety Co-ordinator, Fire Warden, Film Co-ordinator as assigned by Laboratory Managers
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Key Responsibilities

1. Scientific & Technical

- 1.1. To work to approved standards and protocols, in a safe and efficient manner so that all work is performed efficiently, accurately and on time.
- 1.2. To perform manual, semi-automated and fully automated laboratory investigations, in a safe, efficient and timely manner.
- 1.3. To ensure the accuracy and precision of laboratory investigations using appropriate troubleshooting, maintenance, quality control and calibration procedures.

1.4. To be responsible for the timely and accurate validation, authorisation and release of normal and abnormal laboratory results in accordance with laboratory protocols.

1.5. To report to an appropriate person when there is a situation that may cause a service delivery failure.

1.6. To participate in the pre-analytical and post-analytical processing of specimens and laboratory results.

1.7. To assist in the evaluation of new methodologies and laboratory technology and participate in research and development projects as required.

1.8. To demonstrate a high level of expertise in Biomedical Science facilitating strong independent decision making abilities with regard to service delivery, trouble-shooting and customer service.

2. Clinical

2.1. To contribute to patient management by ordering first-line and follow-up laboratory procedures as indicated from given clinical information and results of primary tests, respectively.

2.2. To be responsible for the authorisation and release of laboratory results following protocols.

2.3. To correctly deal with any results requiring urgent clinical action.

2.4. To refer clinically significant and/or abnormal results to senior technical or medical staff as appropriate.

2.5. To participate in laboratory and clinical audits, as required.

3. Laboratory Informatics

3.1. To use the Laboratory Information Systems according to the authorised protocols (frequent periods of high concentration) in order to comply with local and national policies for the safe, secure and confidential processing, and storage of patient and other laboratory information.

3.2. To maintain the integrity and accuracy of laboratory databases.

4. Leadership

4.1. To deputise for Senior Biomedical Scientists in their absence as required.

4.2. To demonstrate an exemplary standard of work and encourage others to do the same in a positive and proactive manner.

4.3. To demonstrate a positive and responsive attitude to the work of the laboratory, colleagues and service users.

5. Administrative

5.1. To ensure compliance with good working practices that fulfil all relevant mandatory and statutory requirements

5.2. To assist in preparation and maintenance of Standard Operating Procedures.

5.3. To train, develop and assess the competence of laboratory support staff, trainees and other Biomedical Scientists in accordance with laboratory requirements

5.4. To co-ordinate the work of laboratory support staff and Biomedical Scientists as required by Senior Laboratory staff.

6. General

- 6.1. To effectively plan and organise the work that they are responsible for so that it is completed in an accurate, efficient and timely manner.
- 6.2. To participate in the agreed working patterns of the department to provide a safe and effective service as appropriate for specialist role.
- 6.3. To maintain registration as a Biomedical Scientist with the Health Care Professions Council, ensuring ongoing fitness to practice in accordance with relevant professional standards.
- 6.4. To participate in, and conduct as required, annual staff appraisal and attend training courses as identified in the Personal Development Plan so that knowledge and skills will be maintained.
- 6.5. To provide evidence of current Continuing Professional Development on request.
- 6.6. To co-operate with colleagues and service users through effective communication skills and maintain the professional image of the department.
- 6.7. To participate in service improvement activities as required.
- 6.8. Other tasks as deemed necessary by the Laboratory Manager that are commensurate with grade and status.

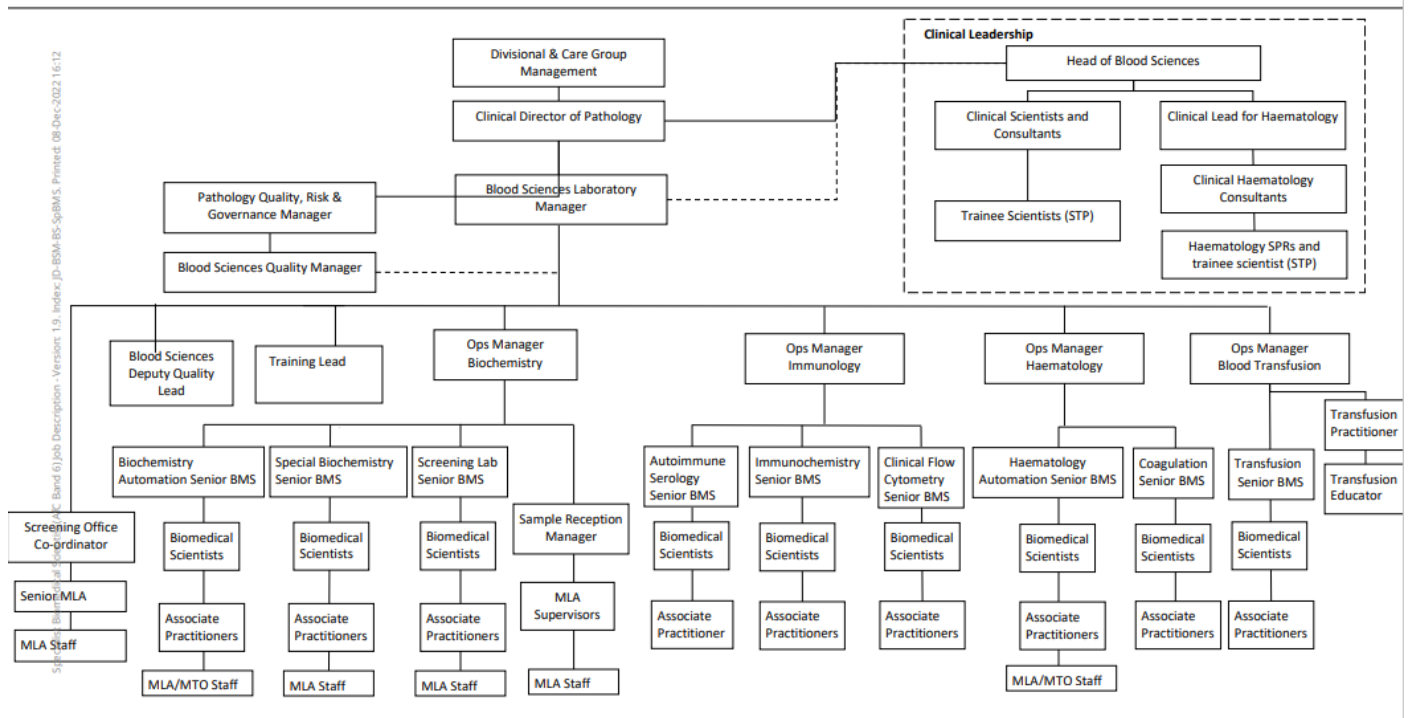
Other

Job Holders are required to:

1. 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.
2. Always keep requirements in mind and seek out to improve, including achieving customer service performance targets.
3. Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities, and No Smoking.
4. 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.
5. 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

Organisational Chart

BLOOD SCIENCES 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.

Person Specification

Qualifications

Essential

- BSc (Hons) or equivalent in Biomedical Sciences.
- Registration with the Health Care Professions Council (HCPC) as a Biomedical Scientist
- ALL appropriate work-based competencies have been assessed and are within an appropriate time frame.
- Be able to demonstrate a broad level of postgraduate specialist knowledge and practical experience.
Examples of how this can be demonstrated are:
 - Possession of an Institute of Biomedical Science (IBMS) Specialist Portfolio
 - Relevant MSc Modules
 - Other post graduate courses -BBTS Specialist Certificate in Transfusion Science practice
 - Quality Management certificate
- Evidence of continuing professional development to include a range of activities demonstrating appropriate behaviours, skills and knowledge.

Experience

Essential

- At least two years experience working in a relevant clinical laboratory environment
- Evidence of supervisory experience
- Evidence of training and developing staff experience
- Evidence of contribution to service improvement
- Evidence of leadership training

Skills & Knowledge

Essential

- Ability to use highly complex automated equipment and associated computer software systems
- Ability to maintain high standards of accuracy and hand to eye coordination in repetitive manual techniques
- Ability to work in a timely methodical and organised manner
- Ability to undertake the technical validation of results
- The ability to work using own initiative and without supervision
- The ability to supervise and train laboratory staff effectively
- Knowledge to undertake the accurate interpretation of diagnostic laboratory results
- Excellent verbal and written communication skills
- A knowledge of Health and Safety legislation and procedures within a clinical laboratory
- An understanding of laboratory Quality Management Systems
- An understanding of IQC and EQA

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: