

Specialist Biomedical Scientist in Blood Sciences

Department:	Health and Community Services	
Section:	Clinical Support Services and Cancer	
Reports to:	Biomedical Scientist Team Manager	
JE Ref:	HCS532	
Grade:	CS10	JE Date: 20/04/2020

Job purpose

Apply specialist scientific knowledge, methods and advanced technology to the investigation of blood samples, to guide the clinical diagnosis and management of disease, protecting the health of islanders.

Job specific outcomes

Perform a range of specialist haematology, transfusion, clinical biochemistry, and infection and molecular sciences analyses, giving advice on appropriate techniques, to guide and contribute to clinical diagnoses, treatments and the evaluation of the effectiveness of therapeutic interventions.

Prioritise work, using personal knowledge and experience, to meet urgent clinical need and agreed turnaround times, contributing to transfusion best practice, disease reduction and health promotion, and hospital bed occupancy management.

Take personal ownership of scientific decisions that impact on patient care, usually working alone or sometimes leading a small team, by reporting biochemical, haematological or molecular parameters, reporting blood films and parasitology, and issuing compatible blood components and products, to enable prompt and appropriate patient treatment.

Usually working alone, troubleshoot instrumentation and procedures, resolving technical nonconformities, ensuring laboratory work meets pre-agreed quality acceptance criteria.

Take on the lead role for a specific area of responsibility, such as coordination of IT systems, health and safety, audit, supplier management or introduction and verification of a new scientific technique, facilitating an effective structure of management and delegation.

Network with other professionals at all levels, sometimes coordinating with off-island consultants, to give advice on guidelines and techniques, appropriate specimens and examinations, to manage users' expectations and to give laboratory results.

Coordinate and monitor internal and external quality assurance scheme reports, participate in internal audit and contribute to external accreditation, giving assurance to service users that the quality of laboratory work can be relied upon.

Educate, train and assess the competence of less experienced employees in detailed laboratory processes and scientific principles, and take responsibility for own continuing professional development so as to engender a culture of career-long learning.

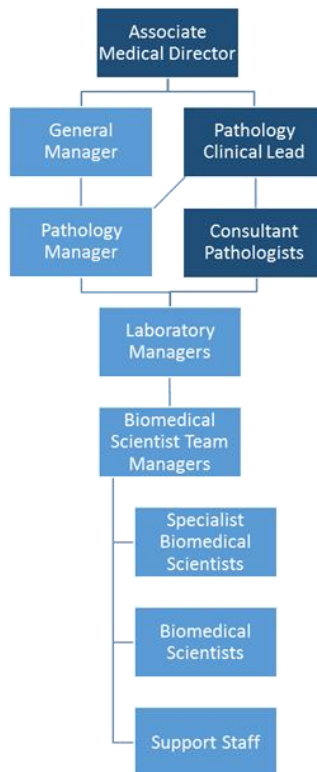
Lead on the writing and review of specialist procedures and other documents, keep accurate records of scientific investigations, and participate in verification and control of procedural change, to demonstrate commitment to quality and assurance.

Assess and minimise clinical risk to ensure the safety and wellbeing of patients.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

Organisational structure



Person Specification

Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications</p> <p><i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>Institute of Biomedical Science (IBMS) specialist diploma in blood sciences or equivalent post-graduate diploma level qualification or equivalent experience</p> <p><i>And</i></p> <p>BSc(hons) in biomedical science, accredited by the IBMS or equivalent qualification accepted by the IBMS</p> <p><i>And</i></p> <p>IBMS certificate of competence, or legacy equivalent (e.g. CPSM logbook)</p> <p><i>And</i></p> <p>Registered with the HCPC and the Jersey Care Commission as a biomedical scientist</p>	<p>British Blood Transfusion Society certificate in blood group serology or equivalent</p> <p>Health and safety qualification or certificate</p> <p>Relevant information technology qualification or certificate</p> <p>Job-related mandatory training in health and safety, data security and safeguarding</p>
<p>Knowledge</p> <p><i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a</i></p>	<p>Post-graduate diploma-level knowledge of blood sciences</p>	<p>Specialist knowledge of laboratory health and safety</p>

<p><i>defined system, practice, method or procedure).</i></p>	<p>Degree-level knowledge of biomedical science including cellular science, blood science, infection science, molecular and genetic science, and reproductive science</p> <p>Understand the key concepts of the knowledge base in the HCPC standards of proficiency for biomedical scientists</p> <p>Understand the principles of good laboratory practice, quality management, safety, infection prevention and risk management</p>	<p>Specialist knowledge of laboratory information management</p> <p>Knowledge of Good Manufacturing Practice in blood transfusion</p>
<p>Technical / Work-based Skills</p> <p><i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Able to conduct specialist diagnostic laboratory investigations to reproducible standards in blood sciences</p> <p>Able to demonstrate proficiency in specialist practical skills (e.g. examining blood films, identifying alloantibodies, conducting rapid PCR testing etc.)</p> <p>Able to operate laboratory equipment in blood sciences</p> <p>Able to work with accuracy and precision in conformance with standard operating procedures</p> <p>Able to authorise laboratory work according to predetermined quality standards</p>	<p>Able to conduct specialist diagnostic laboratory investigations to reproducible standards in areas of molecular pathology</p>

<p>General Skills/Attributes</p> <p><i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Able to train and assess the competence of others</p> <p>Able to prioritise and multi-task</p> <p>Able to adapt practice to new developments through change control and verification processes</p> <p>Able to analyse and critically evaluate information</p> <p>Demonstrate a logical and systematic approach to problem solving</p> <p>Able to use appropriate information and communication technologies including laboratory information management systems</p>	
<p>Experience</p> <p><i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Experience of working as an autonomous practitioner in a relevant specialist setting, acquired over approximately three years in a medical laboratory, of which, approximately two years is in the relevant speciality</p> <p>Evidence of continuing professional development that conforms to HCPC standards</p>	<p>Experience in blood donor testing and blood component manufacturing</p>

Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 5 core accountabilities attributes and behaviour indicators.