

Division of Laboratory Medicine

PERSON SPECIFICATION

Advanced Biomedical Scientist
Band 7 – Cervical Cytopathology

Methods of Assessment:

AF	=	Application Form
C	=	Certificates
I	=	Interview
DE	=	Documentary Evidence
R	=	References

Attributes	Essential Criteria	Method of Assessment	Desirable Criteria	Method of Assessment
Education & Qualifications	HCPC registration as a Biomedical Scientist	AF / C	Health and Safety related qualification	AF / C
	IBMS accredited degree acceptable to the HCPC	AF / C	Quality/UKAS/ISO related qualification	AF / C
	IBMS Specialist Diploma in Cellular Pathology, Cytopathology or equivalent	AF / C	Training qualification	AF / C
	Relevant qualification to Masters level or HCS Apprenticeship level 7 or IBMS Higher Specialist Diploma or equivalent	AF / C	Fellowship of the Institute of Biomedical Science	AF / C
	City & Guilds Level 3 Diploma in Cervical Cytology or the NHSCSP Certificate in Cervical Cytology	AF / C		

Knowledge & Experience	Proven experience in Cervical Cytopathology	AF / I	A broad knowledge of current developments in the NHS	AF / I
	Proven leadership and supervisory experience	AF / I	A thorough understanding of Health & Safety legislation	AF / I
	Extensive experience of the ISO 15189 standards and service provision	AF / I	A thorough understanding of ISO accreditation	AF / I
	A broad knowledge of current methodology and developments	AF / I	Demonstrable knowledge and experience of managing a Quality Management System	AF / I
	Demonstrable knowledge and experience of working within a Quality Management System	AF / I	Knowledge and understanding of screening incidents and their investigation	AF / I
	Evidence of accuracy and attention to detail	AF / I		

Skills & Attributes	Able to competently carry out manual and automated techniques	AF / I	Evidence of collaborative working	AF / I / DE
	Able to communicate effectively with colleagues and patients	AF / I / R	Presentation skills	AF / I / DE
	Able to build and maintain working relationships with others	AF / I	Good negotiating and leadership skills	AF / I
	Able to offer encouragement and support to others to foster both personal and professional development	AF / I	Ability to train staff effectively, providing constructive criticism as required	AF / I
	Able to plan and organise work effectively to achieve agreed objectives	AF / I / R	Ability to multi-task	AF / I
	Able to adapt and develop new ideas to improve the level of service provided	AF / I	Ability to work dynamically, prioritising workload and tasks in an effective manner and adjusting as required	AF / I
	A willingness to take on extra responsibilities to develop the service	AF / I	Advanced auditing skills	AF / I
	Competent user of Microsoft Word, Excel, PowerPoint and Outlook	AF / I		
	Able to work flexibly across a rota pattern, including Saturdays	AF / I		