

Person Specification

Job Title	Senior Biomedical Scientist
Grade	Band 7
Reports To	Biochemistry Manager/Immunology Manager

Criteria	Essential or Desirable Criteria		Assessment Method			
			A	I	T	R
Education and Qualifications						
<ul style="list-style-type: none">IBMS Higher Specialist Diploma (Clinical Biochemistry and/or Immunology) / MSc in Clinical Biochemistry and/or Immunology / FIBMS status	E		✓			
<ul style="list-style-type: none">HCPC registration as a Biomedical Scientist	E		✓			
<ul style="list-style-type: none">Specialist portfolio in Clinical Biochemistry and/or Immunology	E		✓			
<ul style="list-style-type: none">Evidence of on-going CPD	E		✓			
<ul style="list-style-type: none">IBMS Membership		D	✓			
<ul style="list-style-type: none">Any other relevant qualification such as a training certificate, ECDL		D	✓			
Knowledge and Experience						
<ul style="list-style-type: none">Sound knowledge of Clinical Biochemistry and/or Immunology practise underpinned by theoretical and practical experience	E		✓	✓		
<ul style="list-style-type: none">Competence and problem solving in an automated environment	E		✓			
<ul style="list-style-type: none">Awareness of current professional issues	E		✓	✓		
<ul style="list-style-type: none">Familiarity with ISO15189 systems and standards	E		✓	✓		
<ul style="list-style-type: none">Broad understanding of Quality Control and good Quality Management and Audit knowledge	E		✓	✓		
<ul style="list-style-type: none">Good practical knowledge of health and safety issues including COSHH, fire regulations and risk assessments.	E		✓			
<ul style="list-style-type: none">Knowledge of iSoft/Winpath LIMS system		D	✓			
<ul style="list-style-type: none">Experience of leading a laboratory section		D	✓			
<ul style="list-style-type: none">Experience of staff management		D	✓			
<ul style="list-style-type: none">Experience in a multi-skilled Blood Sciences environment (Chem/Imm/Haem/BBS)		D	✓			
<ul style="list-style-type: none">Accustomed to a busy environment		D	✓			
<ul style="list-style-type: none">Experience within an HCPC registered NHS training laboratory		D	✓			
Key Skills/Abilities						
<ul style="list-style-type: none">Ability to co-ordinate work flow, and determine staff rotas	E		✓			
<ul style="list-style-type: none">Ability to supervise the work performance of staff	E		✓	✓		



• Ability to organise and manage own and others work/time management	E		✓	✓		
• Able to represent the department at internal meetings	E		✓			
• Ability to assess and take appropriate action in urgent situations	E		✓	✓		
• Competent in a broad range of Clinical Biochemistry, separation science and immunology practical techniques	E		✓			
• Competent in the interpretation and technical validation of results	E		✓	✓		
• Technical problem solving eg equipment failure, quality control failure	E		✓	✓		
• Good verbal and written communication skills in English	E		✓		✓	
• Computer literate	E		✓			
• Self-motivated and able to work within a team culture	E		✓			
• Able to master complex facts, reach appropriate conclusions and formulate required/relevant responses	E		✓			
• Able to comply with policies and procedures within the constraints set by the laboratory, Trust and other regulating and professional bodies.	E		✓			
• Literate in laboratory computerisation and PC office applications	E		✓			
• Good practical knowledge of health and safety issues including COSHH, fire regulations and risk assessments.	E		✓			
• Able to carry out complex activities	E		✓			
• Highly developed physical skills required with ability to maintain prolonged concentration and accuracy	E		✓			
• Sound presentation skills		D	✓			
• Knowledge of iSoft/Winpath LIMS system, ECDL useful		D	✓			
• Experience with Roche Track systems and Cobas 8000 analysers		D	✓			
• Supervisory/Training skills		D	✓			
Other						
• To be enthusiastic, positive and highly motivated.	E		✓			✓
• Be able to relate well to all levels of personnel	E		✓			✓
• Reliable and responsible	E		✓			✓
• Stable personality	E		✓			✓
• Shows initiative	E		✓			✓
• Good interpersonal skills	E		✓			✓
• Good team player	E		✓			✓
• Flexible	E		✓			✓
• Awareness and respect for colleagues, patients and relatives cultural, religious and emotional needs and beliefs	E		✓			✓
• Able to demonstrate behaviours consistent with the Trusts Values and Behaviours	E		✓			
• Be prepared to work across sites as and when required	E		✓			
• Professional appearance & behaviour	E			✓		
• Satisfactory enhanced DBS check against vulnerable groups barred lists	E		DBS			



