



## Person Specification / Interview Score Sheet

**Job Title:** Band 6 BMS Haematology and Transfusion

**Accountable to:** Laboratory Manager in Haematology or Transfusion

Criteria	Essential Criteria	Desirable Criteria	Mgmt Score	Essential HI*	Desirable HI*
Qualifications	Registration with HCPC. IBMS specialist portfolio or equivalent post graduate knowledge e.g. competency based evidence of specialist techniques	MSc.			
Experience	Demonstrable experience of working in Haematology, Coagulation and Transfusion Experience of working 24/7 Experience of working in a UKAS and MHRA approved laboratory				
Technical Skills Competencies	Good interpretive skills at bench level Good attention to detail and accuracy Basic computer skills. Knowledge of common IT software Handling biological specimens	Familiarity with database and spreadsheet software. Familiarity with Quality Management Software Familiarity with Winpath software			
Knowledge	A good understanding of Haematology/ Coagulation and Transfusion Science Willing and able to learn new skills. Currently participating in CPD.	Ability to train more junior staff to work in accordance to SOP's			
Other requirements specific to the role	Be able to travel to meetings off site. Desire and ability to relocate to the area.				

Personal Attributes	Ability to prioritise. Ability to work quickly and accurately to provide an urgent patient centred service Attention to detail. Ability to work independently and as part of a team. Flexibility. Time management. Physical capability to perform laboratory duties working alone on shifts				
Language requirement	Be able to speak English as necessary to undertake the role	<b>Total Score</b>			

Scoring Key:	
<b>1</b>	Does not meet criteria
<b>2</b>	Below requirement (serious shortcomings)
<b>3</b>	Acceptable level of competence (some shortcomings in performance)
<b>4</b>	Acceptable level of competence (quality evidence provided)
<b>5</b>	Exceptional standard

*HI – How Identified	
<b>A</b>	Application form
<b>I</b>	Interview
<b>T</b>	Test
<b>P</b>	Presentation