

Person Specification

1. JOB TITLE: HAEMATOLOGY CLINICAL SCIENTIST

Criteria	Essential	Desirable
Qualifications	<p>BSc in related subject or related professional health care qualification or equivalent and demonstrable experience in laboratory</p> <p>HCPC registration as Clinical Scientist</p>	<p>FRCPATH in a relevant subject</p>
Experience	<p>Highly specialist knowledge of haematology laboratory procedures and a number of esoteric specialisms such as specialist testing.</p> <p>Track record of working without supervision.</p> <p>Audit and evaluation, clinical & information governance.</p>	<p>Managing staff</p> <p>Implementation of new technologies and policies e.g. laboratory equipment, national policies and Laboratory Information Management Systems (LIMS)</p>
Communication Skills	<p>Excellent communication skills, both written and verbal, at all levels.</p> <p>Manage highly complex information</p>	<p>Able to communicate with multi-disciplinary teams throughout Health Economy</p>

<p>Knowledge</p>	<p>Fully conversant with the Biomedical and Clinical methodology and ability to employ advanced techniques of laboratory diagnosis.</p> <p>Ability to make decisions on extended sample testing based on test outcomes, to aid clinical diagnosis and without supervision.</p> <p>Knowledge of Clinical Governance, audit and current NHS issues.</p>	<p>Lean working</p> <p>National and local policies in patient care and diagnosis</p> <p>To be familiar with National Guidance General Haematology to a minimum of FRCPATH</p>
<p>Skills</p>	<p>Excellent Inter-personal skills</p> <p>Ability to utilise evaluation tools</p> <p>Ability to analyse complex data and use information to inform judgements and discuss with service users and Haematology Consultants</p> <p>Standard keyboard skills</p> <p>Ability to exercise independent judgement based on the analysis of highly complex information, and to select best available option</p> <p>Excellent planning and organisational skills</p>	<p>Leadership skills</p> <p>Negotiation skills</p> <p>Proven project management skills</p>
<p>Personal Skills</p>	<p>Personal integrity – leading by example</p> <p>Drive and determination</p> <p>Tactful and diplomatic.</p> <p>Flexible in approach and in working relationships.</p>	<p>Team Leader and decision maker</p> <p>Commitment to service development</p>

	<p>Be able to act, and make decisions independently, in clinical and other areas of duty, maintaining an ability to seek advice from seniors, managers and consultants when required.</p>	
<p>Other</p>	<p>The role requires prolonged concentration for data analysis of complex and conflicting information and report writing despite being subject to frequent interruptions.</p> <p>Needs to be able to interpret complex guidelines / information and be able to adapt this / and implement into local practice.</p> <p>May be exposed to hazardous chemicals and body fluids on a daily basis.</p> <p>Needs to maintain ability to perform complex skilled investigations in haematology.</p>	