

Person Specification

1. JOB TITLE: HAEMATOLOGY CLINICAL SCIENTIST

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

Knowledge	<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>
Skills	<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>
Personal Skills	<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>

	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.	
Other	<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>	