

# Lead Biomedical Scientist - Blood Sciences and Transfusion

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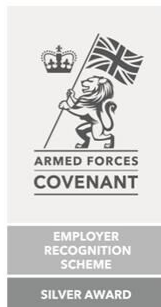


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[wihb.scot.nhs.uk](http://wihb.scot.nhs.uk)

Western Isles Health Board  
The best at what we do



## Job Advert



Western Isles Hospital, Macaulay Road, Stornoway, Isle of Lewis, HS1 2AF

# Lead Biomedical Scientist – Blood Sciences and Transfusion

**Band 7 50,861 - £59,159 per annum**  
**Plus £1,406 Distant Islands Allowance**  
**37 Hours per Week**  
**Permanent post**

The Clinical Laboratory Service of the Western Isles NHS Board is seeking an experienced HCPC Biomedical Scientist to join our enthusiastic and progressive team in the Laboratory at the Western Isles Hospital, Stornoway, Isle of Lewis.

The successful applicant will be joining the Laboratory at an exciting time as a new managed service contract has recently been started, with new equipment and enabling works delivered throughout 2026. This will bring a variety of training opportunities and the post holder will help to shape service delivery throughout the duration of the contract.

The post holder will have experience in all aspects of Biochemistry, Haematology and Blood Transfusion. A suitable applicant with a Biochemistry or Haematology background who is willing to cross train will be considered.

As the Lead Biomedical Scientist for Blood Sciences & Transfusion, the post holder will be responsible for the day-to-day organisation and analytical work of the department. They will be required to carry out a broad range of routine laboratory techniques including involvement with the laboratory's Point of Care Service.

Duties will also include development of staff, writing departmental policies and standard operating procedures. The department is engaged in a modernisation program and the successful applicant will work with the Laboratory Services Manager to deliver this.

The Western Isles provide an excellent environment in which to live and work, with low pollution, low housing costs and low crime rates. The islands boast amazing scenery and some of the most diverse wildlife in the UK. Outdoor pursuits are easily accessed, with hiking, surfing and cycling being popular pastimes.

For further information on this post, please contact Joel Briggs, Laboratory Manager Tel; 01851 708294 or email [joel.briggs1@nhs.scot](mailto:joel.briggs1@nhs.scot)

All NHS Western Isles vacancies appear on the NHS Scotland website: [apply.jobs.scot.nhs.uk](https://apply.jobs.scot.nhs.uk) along with a job description.

Tha beàran-obraich NHS Eilean Siar uile gu léir a' nochdadh air làrach-lìn NHS na h-Alba [apply.jobs.scot.nhs.uk](https://apply.jobs.scot.nhs.uk) còmhla ri dealbh-obraich.

## NHS SCOTLAND JOB DESCRIPTION TEMPLATE

### 1. JOB IDENTIFICATION

Job Title:	Lead Biomedical Scientist – Blood Sciences and Blood Transfusion
Responsible to (insert job title):	Laboratory Services Manager
Department(s):	Laboratory
Directorate:	
Operating Division:	
Job Reference:	
No of Job Holders:	1
Last Update (insert date):	18.11.2025

### 2. JOB PURPOSE

The post holder will be responsible for the day-to-day organisation and analytical work of the Blood Sciences/Blood Transfusion section of the NHS Western Isles Laboratory service, this includes managing staff to deliver a fit for purpose medical laboratory service which supports efficient and effective patient care. Duties also include development of staff, of departmental policies and of standard operating procedures.

To have excellent theoretical knowledge of all aspects of the relevant speciality and to be considered the expert in their field within the Western Isles Health Board.

To participate in Laboratory out of hours service cover rota following suitable training.

**N.B In the event of NHS Scotland being placed on an ‘Emergency Footing’ and or NHSWI declaring a ‘Major Incident,’ or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence.**

### 3. DIMENSIONS

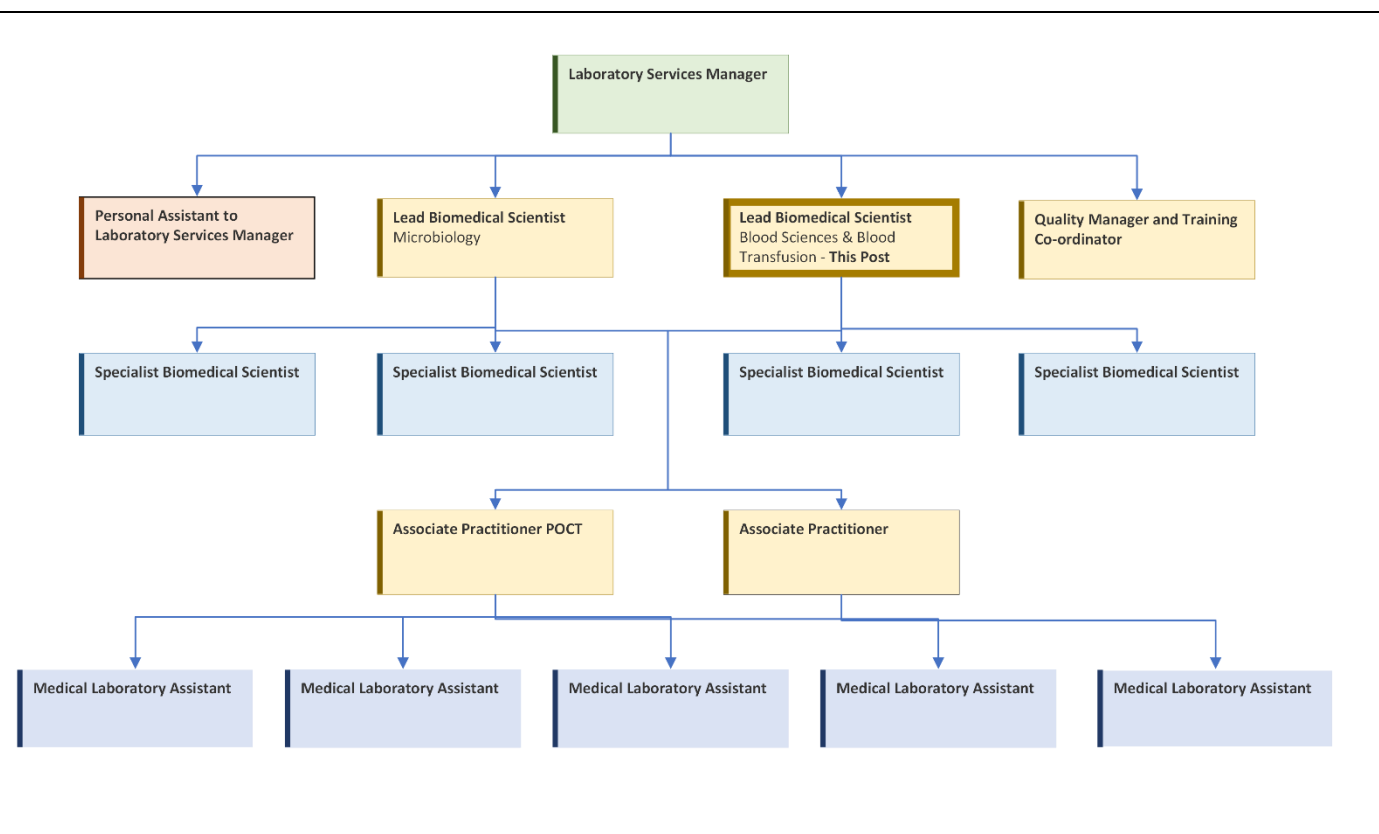
The post holder will organise the day to running of the Blood Sciences and Blood Transfusion section of the Western Isles Hospital Laboratory. Tasks will be primarily performed in the laboratory however there may be a requirement to occasionally work in other areas of NHS Western Isles that utilise Point of Care equipment such as the mini-labs at Uist and Barra Hospital and St Brendan’s Hospital.

The post holder will be responsible for supervising a small team of Biomedical Scientists and Biomedical support staff, co-ordinating with the Laboratory Services Manager to ensure smooth operation of the Laboratory.

The post holder will be a point of contact for laboratory enquiries, dealing with medical and nursing staff from primary and secondary care, laboratory staff from other organisations and members of the public. The post holder will also be required to represent NHS Western Isles in discussions with equipment manufacturers, external organisations e.g. Medicines and Healthcare products Regulatory Agency (MHRA), Scottish National Blood Service (SNBTS), or special interest groups such as the Scottish Clinical Biochemistry Network (SCBN) Haematology and Transfusion Network Scotland (HATS).

The post holder may be required to deputise as agreed for the Laboratory Services Manager for both internal and external meetings.


#### 4. ORGANISATIONAL POSITION



#### 5. ROLE OF DEPARTMENT

The laboratory service for NHS Western Isles is based at the Western Isles Hospital, consisting of Blood Sciences, Blood Transfusion and Microbiology. In addition to this the laboratory maintains three mini-labs, one each at the Western Isles Hospital, Uist and Barra Hospital and St Brendan's Hospital. The mini-labs provide a suite of urgent tests for use outside the laboratory's core hours.

The laboratory provides services to primary and secondary care sites throughout the Western Isles, processing in excess of 500,000 tests per year. In addition to samples analysed on site, the laboratory sends samples to sites across Scotland and the wider UK for specialist testing to provide a full diagnostic service.



The laboratory operates a 7-day service, 365 days a year, although the out of hours service is limited. The post holder may be required to work outside of core hours, including weekends and public holidays.

## 6. KEY RESULT AREAS

To act as an expert resource for Blood Sciences and Blood Transfusion within the WIHB for all clinical staff.

Apply expert knowledge and interpretative skills to all laboratory results, or requests made by users of the service and take appropriate actions in line with laboratory policies and procedures.

To perform all steps necessary from sample reception through to manual and semi-automated laboratory investigations to produce analyses required by the requester.

To maintain working and organisational knowledge of all sections within the laboratory and in depth and specific knowledge in relation to Blood Sciences and Blood Transfusion, including point of care testing.

To keep up to date with all developments in technology, methodology and theory in Blood Sciences and Blood Transfusion in particular and service provision in general.

To safely use, handle or dispose of blood or hazardous chemicals.

To ensure that reagents are prepared, stored, and used according to manufacturer and laboratory procedures. To monitor minimum stock levels and to take appropriate action should those levels be approached.

To undertake operative maintenance on laboratory instruments and equipment, as directed in SOPs, prior to them being used for patient investigations.

To carry out first line troubleshooting of equipment or methods, to arrange for engineer service visits and to supervise and if necessary, participate in the resolution of equipment or method failures.

To liaise with any and all outside agencies necessary to resolve any failure of equipment, method, or IT.

To carry out regular equipment testing and regularly measure and monitor the accuracy and imprecision of laboratory investigations using appropriate quality control procedures.

To undertake method and laboratory instrument evaluation and to introduce new equipment or methods to the section, as necessary.

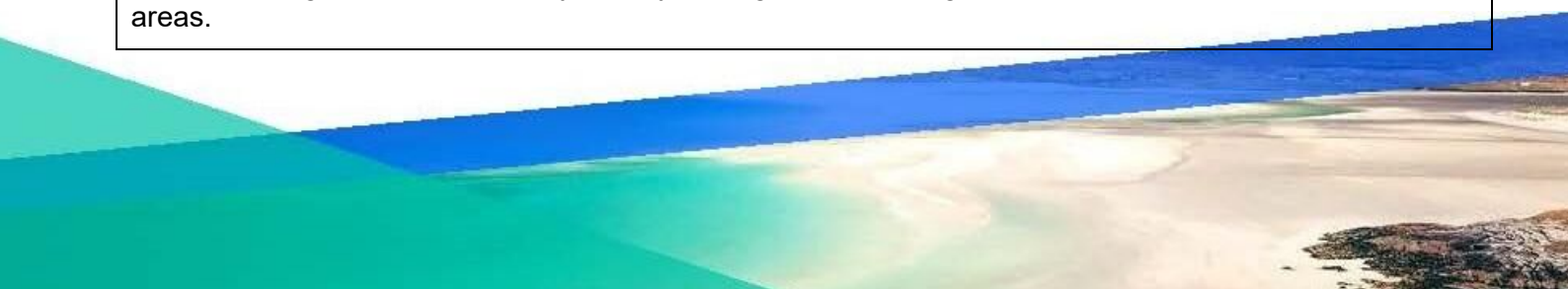
To participate in national as agreed research and development..

To undertake annual laboratory-based audits on Blood Sciences and Blood Transfusion processes.

To take the lead in developing and reviewing local laboratory policies and procedures following national and local guidelines.

To be responsible for inputting into clinical treatment polices, such as shared clinical guidelines, which impact across the organisation.

To develop and maintain standard operating procedure documentation and to lead in their regular review, liaising with the Laboratory Quality Manager and working within department practice in these areas.



To manage staff in the day-to-day running of the section.

To provide professional day to day leadership for laboratory staff.

To participate in staff developmental reviews and to assist in the production of personal development plans.

To ensure that staff are appropriately trained and competent to work within the Blood Sciences and Blood Transfusion section.

To deputise for Laboratory Manager as required.

To work with the Laboratory Manager to keep expenditure within budgetary limits and to be proactive in cost saving measures.

To take a lead on the assessment, planning, and recommendation for the purchase of all new equipment within the Blood Sciences and Blood Transfusion section, as part of the procurement process.

To be responsible for the ordering, delivery and effective stock control of reagents and consumables.

To be responsible for the maintenance and testing of such equipment to ensure validated results.

To comply with local and national policies for the safe, secure, and confidential processing and storage of patient and other laboratory information.

To develop systems and processes for recording and storing laboratory information, compiled by self and others.

To develop and produce reports and statistics as requested.

To be responsible for the integrity and accuracy of Blood Sciences and Blood Transfusion databases, developing and adapting, as necessary.

Attend, and or complete all NHS Western Isles mandatory training requirements.

#### 7a. EQUIPMENT AND MACHINERY

Specialist analytical equipment including analysers for Haematology, Biochemistry, Microbiology and Point of Care systems including pre-analytical equipment and other automated modules.

Maintenance, monitoring, disinfection and operation of balances, analysers, centrifuges, automatic pipettes, fridge, and freezers.

PCs, printers, photocopiers

#### 7b. SYSTEMS

All records created in the course of the business of NHS Western Isles are corporate records and are public records under the terms of the Public Records (Scotland) act 2011. This includes email messages and other electronic records. It is the post holder's responsibility to ensure that you keep appropriate records of their work for NHS Western Isles and manage these records in keeping with the NHS Western Isles records management policy and with any guidance produced by NHS Western Isles specific to their employment.

Networked laboratory computer systems i.e. Medipath, analyser middleware  
Network test requesting software, patient administration systems i.e. SCI Store.  
Independent software e.g., iPassport.  
Email, hospital intranet and various word processing packages.

## 8. ASSIGNMENT AND REVIEW OF WORK

Responsible and reports to the Laboratory Services Manager who will agree key result areas/performance objectives in line with NHSWI Performance Appraisal System.

To be responsible for the operational efficiency and effectiveness of the Blood Sciences and Blood Transfusion service throughout the Western Isles NHS Board, across all sites, predominantly Western Isles, Uist and Barra Hospitals and St Brendan's. To lead on the development and long-term planning to ensure a safe and effective service to all patients.

To take the lead responsibility for the standardisation of laboratory Blood Sciences and Blood Transfusion technical services in response to clinical demand and organisational change.

To ensure that all results are reported in a timely manner and to take appropriate action, for example communicating with colleagues and managers should this not be possible.

To plan and organise own work, and that of the section staff, to suit the demands of the department.

## 9. DECISIONS AND JUDGEMENTS

To act as an expert resource for Blood Sciences and Blood Transfusion within the WIHB for all clinical staff.

To solve complex, technical problems and sometimes complex blood science that need a specialised level of skills in Blood Sciences and Blood Transfusion. For example, to undertake technical validation of the results from laboratory investigations to ensure accuracy and precision.

To monitor technical validations undertaken by staff under the post holders' supervision.

To investigate and implement corrective action when quality control or assurance procedures indicate loss of performance of the laboratory instruments or methods.

To report, investigate and take measures to resolve departmental incidents and failures of service provision.

To take a lead role in risk management for both the department and throughout the WIHB for Blood Sciences and Blood Transfusion issues.

To analyse the results of audits to improve the laboratory service.

To look at current systems used in the laboratory to see if they could be improved through the introduction of quality principles.

Non-budget holder.

## 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Aspects of multitasking in a busy department where accurate and timely inputs and quality correction outputs may affect patient care, compounded by periods of short staffing pressures.

Work patterns may be variable and out with normal hours of work.

Maintaining continuing professional development.

Maintaining a high level of concentration on accuracy and precision in the process of sample handling and testing over prolonged periods of time.

Working with a small team.

## 11. COMMUNICATIONS AND RELATIONSHIPS

To report to the Laboratory Manager on the functioning and effectiveness of the Blood Sciences and Blood Transfusion section.

To communicate complex and sensitive information to clinical staff. For example, the communication of multiple test results, some of which may be conflicting, and that have implications for the diagnosis, treatment, and prognosis of patients.

To represent both the department and the laboratory at relevant meetings: e.g. departmental business meetings, specialist audit meetings, Hospital Transfusion Committee, Hospital Transfusion Team, . This is both within and outwith the WIHB area.

To represent NHS WI with national bodies such as the Scottish Clinical Biochemistry Network, Haematology and Transfusion Scotland.

To liaise with all Clinical staff

To liaise with all visitors to the department such as nurses, doctors, domestic staff etc.

To be responsible for liaising with the Scottish National Blood Transfusion Service and Medicines Healthcare products Regulatory Agency

To liaise with other NHS WI departments as required.

To communicate with outside agencies such as Specialised Consultants, Referral Laboratories, Manufacturers and Suppliers, and EQA suppliers.

## 12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Daily handling of potentially highly infectious pathological samples.

Potential and actual exposure to harmful chemical and substances recorded under COSHH regulations.

The post holder is required to wear personal protective equipment in the form of laboratory coats, protective gloves and eye protection when indicated.

The post holder is required to use safety shields where provided

There is a frequent use of VDUs, and the post holder should observe recommendations for their use.

The post holder will concentrate for extended periods of time, up to half a shift.

Daily pressures and stress of managing a high volume of work, ensuring turnaround times are met for reports.

## 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

To actively participate in such forms of study that can be used as evidence of Continuing Professional Development

To maintain and develop personal, technical, and managerial skills by attendance at appropriate courses, meetings, and conferences.

To have in place a current personal development plan and a professional portfolio

To participate in annual performance and development appraisals and set own personal targets and objectives.

To actively take part in, supervise and facilitate the training of biomedical staff and any other staff assigned to the department.

To develop and implement training policies and protocols to support the effective training of staff who take part in the on-call/emergency rota for the laboratory.

To assist staff with formal education programmes acting as mentor, project supervisor and workplace tutor as appropriate.

To provide professional leadership for biomedical scientists within the department

To develop training schedules for the introduction and implementation of new technologies and methods

To develop training/educational material for use by all staff within the department and throughout the WIHB

To be aware of developments in training and education and in the provision of training and education by external agencies

To maintain Health Professions Council registration and provide proof of such.

To act at all times, in compliance with IBMS Code of Conduct guidelines.

## 14. STANDARD ELEMENTS

### STANDARD ELEMENTS

#### **Confidentiality**

**Comply with all approved NHSWI Policies and Procedures.**

**Comply with NHSWI Communication Strategy and Media Strategy.**

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients, and their families.

#### **Health and Safety:**

**Assist in maintaining own and others' health, safety, and security.**

This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

**Ensure own actions support equality, diversity, and rights.**

This involves:

- a) Acting in ways consistent with the Board's policies and procedures.
- b) Treating those you come into contact with equitably and with respect.
- c) Recognising the need for aids or adaptations.

## 15. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Head of Department Signature:

Date:

Date: 18.11.2025

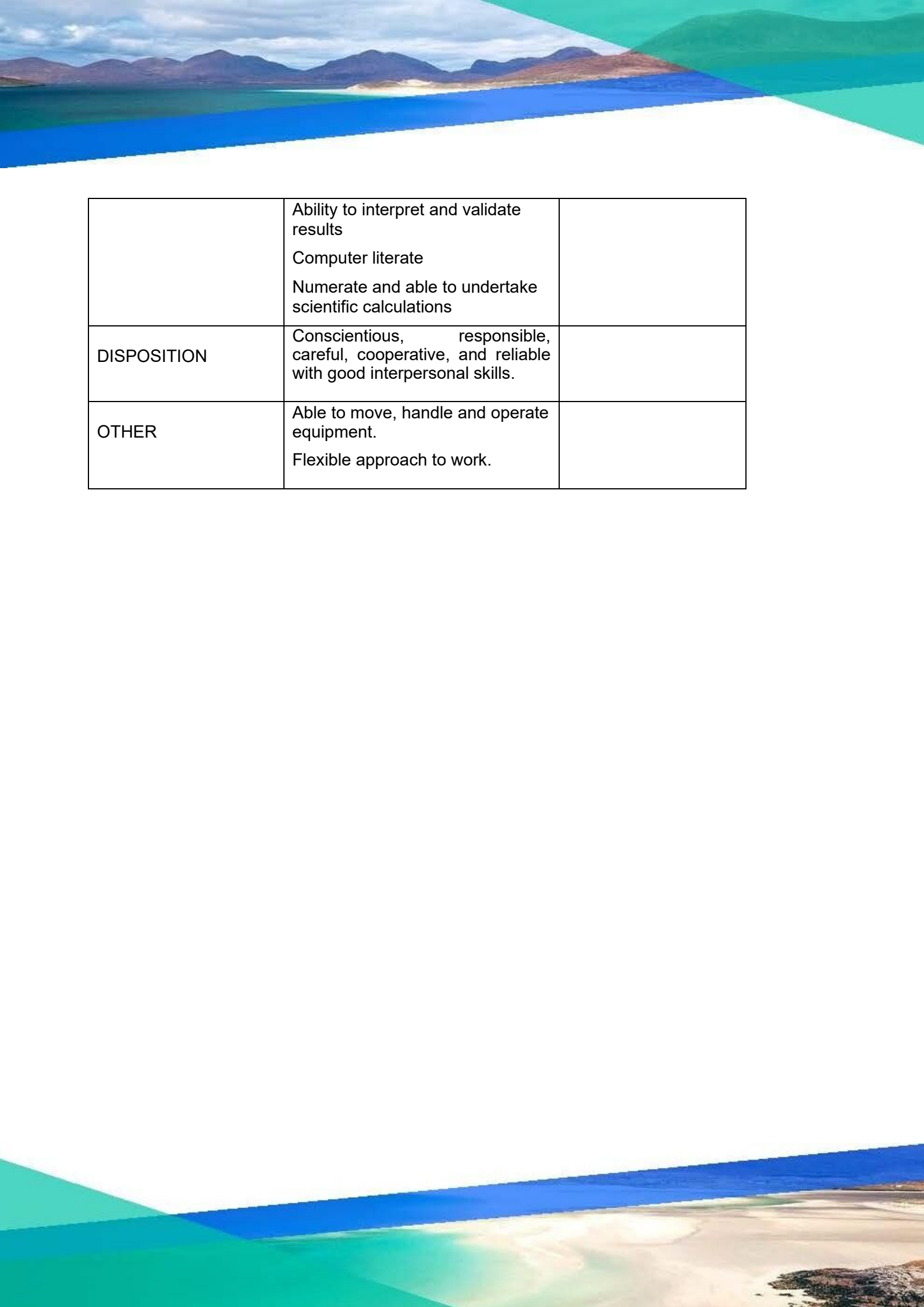
## NHS WESTERN ISLES - PERSON SPECIFICATION GUIDANCE

**Job Title:** Lead Biomedical Scientist – Blood Sciences and Blood Transfusion

**Department:** Laboratory

**Location:** Western Isles Hospital

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>Broad experience of working in a Blood Sciences and Transfusion laboratory</p> <p>Several years consolidated band 6 or above experience in relevant discipline</p>	<p>Experience of leadership in a laboratory environment</p> <p>Multidiscipline laboratory experience (biochemistry, haematology, and blood transfusion)</p>
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	<p>BSc (Hons) Biomedical Science or IBMS assessed degree with appropriate top up modules i.e. PGDip Biomedical Science. Relevant MSc, IBMS Fellowship or IBMS Higher Specialist Diploma</p> <p>State registration (Health and Care Professions Council)</p> <p>Evidence of CPD</p> <p>IBMS Specialist Portfolio or CPSM Logbook in relevant discipline.</p>	
KNOWLEDGE AND SKILLS	<p>Ability to work unsupervised</p> <p>Able to communicate complicated technical information and results verbally and in writing efficiently and accurately</p>	



	Ability to interpret and validate results Computer literate Numerate and able to undertake scientific calculations	
DISPOSITION	Conscientious, responsible, careful, cooperative, and reliable with good interpersonal skills.	
OTHER	Able to move, handle and operate equipment. Flexible approach to work.	

# A Place to Live

The quality of life in the Western Isles, particularly for those with families, is outstanding: a safe space to bring up children, stress-free commutes with jaw-dropping views, and the opportunity to stroll along our pristine beaches or explore our dramatic scenery on your days off.

Community spirit is at the heart of the Western Isles. It is close-knit and welcoming, residents are proud of the place where they live and are keen to support young and old. The islands have a strong cultural identity stemming from their distinctive history.

Although the islands are remote, you can still keep connected with the wider world. There are frequent transport links to the mainland via ferries and three island airports – Barra, Benbecula, and Stornoway. The Air Discount Scheme (cheaper flights for islanders) and Road Equivalent Tariff (subsidised ferry fares) ensure transport is affordable. High-speed internet is widely available and allows islanders to stay connected globally.

Local Primary and Secondary Schools provide high quality education with the opportunity to learn through the Gaelic language. There is a network of excellent sport and leisure facilities in the Western Isles with annual cultural festivals and venues with live entertainment.

Key worker housing can be applied for through Hebridean Housing Partnership.

## Useful Information

[cne-siar.gov.uk](http://cne-siar.gov.uk) Comhairle nan Eilean Siar (Western Isles Council - for more information on Schools, leisure and culture)  
[visitouterhebrides.co.uk](http://visitouterhebrides.co.uk) (for more information on our islands and what to see and do)

## A Place to Work

NHS Western Isles employs over 1000 staff over a number of sites, including:

- Ospadal nan Eilean Siar (Western Isles Hospital), Stornoway
- Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital), Benbecula
- St Brendan's Hospital, Barra
- A number of GP and Dental Practices across the island chain
- A variety of community-based health services

Being part of a smaller team with a flat management structure provides the opportunity to widen your experience and be involved in a range of planning and decision-making that you might not otherwise experience in a larger setting. Our patients are our community, and there is opportunity to contribute to multi-disciplinary and holistic care to patients and families across healthcare settings.

Support and development are central to NHS Western Isles' ethos, and this involves working in partnership with the University of the Highlands and Islands, NHS Education for Scotland, and other higher education institutions. Our Professional Practice and Learning team will support and advise you on your learning journey. Many opportunities can now be accessed remotely through online learning. Regular clinical training is available and scenario-based learning is available in our recently-installed sim lab.

The Western Isles has a range of employment opportunities in the public and private sector for those that are relocating as a family. Please contact us and we can direct you to vacancies that might be suitable.

All staff are valued equally and we welcome and encourage those from diverse backgrounds to come and work for us.



# NHS WESTERN ISLES BENEFITS

## Pay

The NHS pay system is known as Agenda for Change (AfC) which applies to all staff excluding medical, dental and executive level managers.

The benefits include a standard working week of 37 hours, with pay enhancements to reward weekends, nights and overtime working. This ranges from time plus 88% to time plus 30% depending on your pay band and shifts you work.

Distant Islands Allowance is paid to all staff who live in the Western Isles. This is currently £1,408 per year.

## Annual Leave

Annual leave entitlement is 27 working days, rising to 29 working days after 5 years' service and 33 days after 10 years' service. In addition to this, you are entitled to 8 statutory public holidays every year.

## Work-life balance

We understand that balancing work and home commitments can sometimes be difficult.

### Our policies offer:

- Flexible working including home working
- Paid parental leave
- Paid carer leave
- Paid bereavement leave
- Occupational sick pay scheme

## Wellbeing

We recognise that your mental and physical wellbeing is important and we aim to support you in the workplace.

We have a 24-hour confidential helpline to support you and your family through any of life's issues or problems. This includes counselling, family issues, bereavement, financial wellbeing, relationship advice, legal information and more.

## NHS Pension Scheme

All new employees will automatically be enrolled in the NHS Pension Scheme, or if you are an existing member your membership will continue.

### Key features

- Benefits accrued on a Career Average Revalued Earnings (CARE) basis.
- Normal pension age the same as your State Pension Age.
- Pension accrual rate of 1/54th of pensionable earnings each year.
- Valuable death benefits for your dependents.
- Option to take part of your pension and continue working.

Further information on the benefits of the scheme, can be found at [sppa.gov.uk](http://sppa.gov.uk).

## Travel & Transport

We participate in the Cycle to Work scheme, enabling you the opportunity to buy a bike tax-free.

Those who need to travel a lot for work will be eligible for a leased car.

## Right to Work in the United Kingdom

We will support those that are eligible for a certificate of sponsorship to apply for a work visa. Candidates who require a Certificate of Sponsorship can access further information on the UK Border Agency's new points based system that now governs the way individuals from outside the EEA can work in the UK at [bia.homeoffice.gov.uk](http://bia.homeoffice.gov.uk).

