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| NHS LANARKSHIRE  PERSON SPECIFICATION  Senior Biomedical Scientist (BMS 2) - HSS.0059 – Band 7 | | | | |
| Criteria | Essential | | Desirable | |
| Qualifications & Training  Level of education, professional qualifications, training and learning programmes/courses | Registration with HCPC  MSc in Biomedical Science or Fellowship of the Institute of Biomedical Science or equivalent experience  Evidence of continued development in a relevant discipline  Evidence of continuing professional development, for example, a specialised portfolio of development, attendance at specialist courses, training on new instrumentation, learning through reflective practice | | MSc in Biomedical Science or Higher Specialist Diploma in Histopathology / Cytopathology or at demonstrable equivalent experience of supervision of sections of a pathology lab and experience of working in specialist areas such as immunocytochemistry, molecular pathology, dissection, cytology  CPD Portfolio demonstrating extensive specialist knowledge in cellular pathology over an extensive period  Qualification in Leadership and Management or supervision or attendance at relevant management courses.  Post registration professional qualifications such as specialist diplomas.  Membership of IBMS | |
| Experience  Length and type of experience, level at which experience gained | Significant experience as BMS1 | | Significant post HCPC registration experience in a cellular pathology laboratory  Extensive demonstrable experience of working in a routine histopathology laboratory  Experience in managing or supervising staff and workflow within sections of a Cellular Pathology service  Wide experience and understanding of audit and Quality Management systems  Experience in training and competency assessment of staff | |
| Knowledge  Depth and extent of knowledge | Formal evidence of highly specialist knowledge of a range of discipline specific procedures | | Extensive knowledge of laboratory computer systems, quality management systems and pathology laboratory equipment  Understanding of laboratory accreditation including verification and validation of equipment and reagents  Wide knowledge of recent developments in Cellular Pathology  Knowledge of future challenges and developments in Cellular Pathology | |
| Skills/Abilities  Range and level of skills  i.e. communication (oral, written, presentation),  planning/organisation,  numeracy, leadership etc |  | | Excellent interpersonal and communication skills  Skilled in the use of and troubleshooting of pathology laboratory equipment such as microtomes, embedding centres and ICC processors  Computer literate with experience of MS software or equivalent software  Ability to manipulate data for audit and statistical analysis  Ability to organise own workload to prioritise tasks to meet the laboratories objectives  Ability to train and competency assess staff  Ability to organise staff and workflow to ensure an effective and efficient service | |
| Specific Job Requirements  Environmental conditions, unsociable hours, car driver etc | Would be expected to participate in Public Holiday rota  May be required to assist in the mortuary service  *For those staff reporting cervical cytology, the NHS Cervical Screening Programme Certificate in Cervical Cytology and compliance with NHSCSP guidelines is mandatory* | |  | |
| Signed: | | | | Date: |
| PRINT NAME: | | Designation: | | |