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| NHS LANARKSHIRE PERSON SPECIFICATIONSenior Biomedical Scientist (BMS 2) - HSS.0059 – Band 7  |
| Criteria | Essential | Desirable |
| Qualifications & TrainingLevel 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 experienceEvidence 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 periodQualification in Leadership and Management or supervision or attendance at relevant management courses.Post registration professional qualifications such as specialist diplomas. Membership of IBMS |
| ExperienceLength 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 serviceWide experience and understanding of audit and Quality Management systemsExperience in training and competency assessment of staff |
| KnowledgeDepth 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 equipmentUnderstanding of laboratory accreditation including verification and validation of equipment and reagents Wide knowledge of recent developments in Cellular PathologyKnowledge of future challenges and developments in Cellular Pathology |
| Skills/AbilitiesRange and level of skillsi.e. communication (oral, written, presentation),planning/organisation,numeracy, leadership etc |  | Excellent interpersonal and communication skillsSkilled in the use of and troubleshooting of pathology laboratory equipment such as microtomes, embedding centres and ICC processorsComputer literate with experience of MS software or equivalent softwareAbility to manipulate data for audit and statistical analysisAbility to organise own workload to prioritise tasks to meet the laboratories objectivesAbility to train and competency assess staffAbility to organise staff and workflow to ensure an effective and efficient service |
| Specific Job RequirementsEnvironmental conditions, unsociable hours, car driver etc | Would be expected to participate in Public Holiday rotaMay 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:  |