

# **Nuclear Medicine Specialist Practitioner Clinical Technologist (Radiographer)**

## **Job Description**



## Job Description

### Job identification

<b>Job title</b>	Nuclear Medicine Specialist Practitioner Clinical Technologist (Radiographer)
<b>Responsible to</b>	Sector Technical Manager
<b>Department</b>	Nuclear Medicine, Clinical Physics
<b>Directorate</b>	Diagnostics

### Job purpose

To participate as a member of a team to deliver a Nuclear Medicine service.

To assist the Nuclear Medicine Section Heads to ensure the services operate smoothly on a day-to-day basis.

To contribute to the technical operation of the highly specialist sections of Nuclear Medicine throughout Glasgow.

To participate in a range of specialised technical duties which require enhanced skills, knowledge and responsibilities.

To provide direct patient care and ensure a high quality diagnostic/therapeutic service that impacts directly on patient management within a safe environment for staff and patients.

### Role of department

Nuclear Medicine in Glasgow is delivered in four separate departments. The departments are supported by a centralised Radioisotope Dispensary which also supports Nuclear Medicine in four other Health Boards in the West of Scotland. PET is supported by an on-site Cyclotron and Radiopharmaceutical production unit. Paediatric Nuclear Medicine in Glasgow is delivered by Radiology at the Royal Hospital for Children on the same campus as the Queen Elizabeth University Hospital.

All the departments provide a wide program of teaching and on-site training to a range of staff groups, including medical staff, and each of them has a programme of ongoing scientific research specific to their area of specialism and participates in the general research work of the hospitals they serve, providing input to a range of clinical trials.

Nuclear Medicine services are provided at several major hospital sites in Glasgow. Diagnostic imaging procedures include scans for staging in cancer, heart imaging tests for the diagnosis and management of angina and myocardial infarction. Non-imaging procedures include breast cancer sentinel node mapping and GFR measurements for the investigation of renal function. Bone densitometry

measurements are used in the diagnosis and treatment of osteoporosis. Therapeutic procedures include treatment of thyrotoxicosis (overactive thyroid).

Patient investigations involving over 30 different procedures are carried out in Glasgow.

Services in South Glasgow are provided in four sections as follows:

- a) SPECT-CT scanner and non-imaging services at the Victoria Hospital
- b) SPECT-CT scanner and non-imaging services at the Queen Elizabeth University Hospital (two SPECT-CT scanners, one with diagnostic CT capability).
- c) Bone densitometry (DEXA) and non-imaging services at the Queen Elizabeth University Hospital
- d) Dedicated NeuroSPECT services in the Institute of Neurological Sciences.

Services in North East Glasgow are provided in three sections as follows:

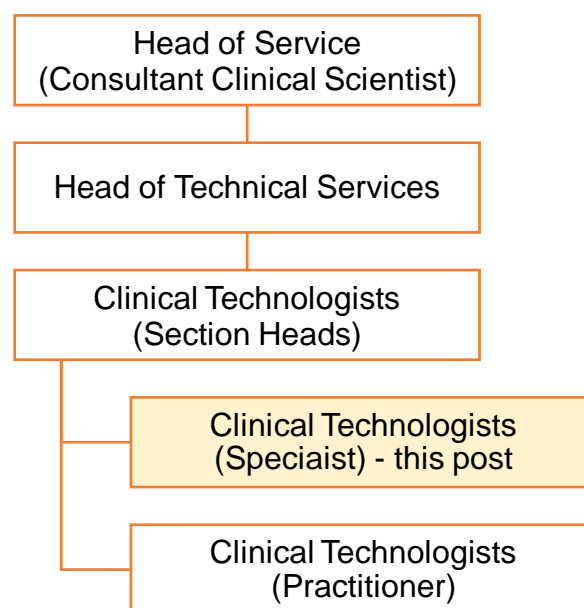
- a) SPECT-CT scanner and non-imaging services at Stobhill Ambulatory care hospital
- b) SPECT-CT scanners and non-imaging services at the Glasgow Royal Infirmary (two SPECT-CT scanners, one with diagnostic CT capability).
- c) Bone densitometry (DEXA) at the Glasgow Royal Infirmary

Services in North West Glasgow are provided in three sections as follows:

- a) SPECT-CT scanner and non-imaging service at Gartnavel general Hospital
- b) PET-CT scanners at the West of Scotland PET Centre
- c) Radionuclide therapy service for BOC

Post holders will provide out-of-hours cover for emergency or delayed patients when necessary.

## Organisational structure



## Scope and range

The departments of nuclear medicine in Greater Glasgow and Clyde provide an extensive imaging, non-imaging and therapeutic service to Glasgow, Clyde and beyond. Both in-patients and out-patients from hospitals around the West of Scotland attend the departments. They use unsealed radiopharmaceuticals to investigate and treat a wide variety of condition. In addition the departments are all involved with training for a variety of clinical and non-clinical staff and students.

The nuclear medicine departments in Glasgow are organised in four main sectors, North East Glasgow (Glasgow Royal Infirmary and Stobhill Hospitals), North West Glasgow (Gartnavel General Hospital), South Glasgow (Queen Elizabeth University Hospital, Institute of Neurological Sciences and the New Victoria Hospital) and Nuclear Cardiology (based at Glasgow Royal Infirmary).

The post will be based in one of these sectors.

Highly specialist imaging, scientific and computer equipment is used and facilities include:

- SPECT-CT scanners (including diagnostic CT functionality) and non-imaging facilities
- Radionuclide therapy and blood labelling facilities
- Dual-energy bone densitometry (DEXA) (GRI and QUEH sites)
- Gamma and beta counters
- Dedicated NeuroSPECT scanner (at Institute of Neurological Sciences)
- PET-CT scanners (on GGH site).

Research and development projects are undertaken with other hospital staff groups (e.g. consultant medical doctors), academic institutions (e.g. Glasgow University) and commercial organisations.

## Main duties and responsibilities

### Clinical/Technical

Care for the needs and welfare of every patient attending the service.

Maintains good relationships and an empathic approach to patients, carers and relatives and refers them to the appropriate person for any questions, suggestions or complaints.

Be acutely aware of clinical problems that can occur during these highly specialised tests and use keen observational skills to monitor the patient closely for any verbal or non-verbal signs of distress or symptoms. Responsible for calling for medical or nursing help should a patient's condition deteriorate.

Perform a wide range of (up to 30) procedures using specialised imaging or similar equipment.

Performs all of the imaging and associated procedures required to deliver the Nuclear Medicine service including general imaging and radionuclide sample counting with associated quantitative calculations.

Operates a range of highly complex technical equipment including SPECT/CT scanners, NeuroSPECT scanner, PET-CT scanners and their associated computing systems, a range of systems for counting patient samples and a variety of radiation detectors.

Provides input into the creation of new protocols for routine procedures being implemented for the first time.

Independently, authorises Carers & Comforters exposures to ionising radiations for Nuclear Medicine procedures as part of the Ionising Regulations (Medical Exposure) Regulation (IRMER) 2017 (this is required to ensure that relatives & carers are not inappropriately exposed to ionising radiation).

Contact and collaborate with the referring doctors or research personnel to ensure correctly written referrals for the study.

Participate in the planning and scheduling of all tests, utilising a sound knowledge of the timing, constraints and processes involved for the diverse range of tests.

Ensure that all preparations necessary for the conduct of each test are made and all necessary consumables and the correct pharmaceuticals are ordered.

Receive the patient into the department and provide a full explanation of the procedures being proposed and answer any questions posed, taking the utmost care to respect the patient's fears, wishes and privacy. Ensure that the patient is not taking any medication contra-indicated for the test.

Verifies the pregnancy status of patients prior to radiopharmaceutical administration. This can involve performing pregnancy tests and assessing results.

Orders radiopharmaceuticals taking care that delivery times are specified to match patients scans times incorporating radioactive decay considerations. As these can cost several hundreds of pounds per patient dose, the minimisation of waste is important.

Prepares radioactive materials for administration including the calculation of the correct levels of administered activity taking into account corrections for radioactive decay and physiological condition (e.g. pregnancy, pulmonary hypertension, weight and age).

Ensures that patients are properly prepared for their procedure, this may involve the administration of non-radioactive pharmaceuticals.

Ensures patients are properly identified before administering radioactive materials.

Administer radioactive pharmaceuticals to patients (orally / intradermally / intravenous injection). This includes all routine investigations as well as research and clinical trial work.

Manoeuvre the patient into the scanning positions and perform procedures in accordance with departmental standard operating procedures.

Perform CT imaging procedures as part of a SPECT-CT/PET-CT imaging protocol.

Carry out bone density procedures (DEXA).

Reviews the results of imaging procedures and decides if additional views need to be acquired to obtain the required diagnostic information.

Provides a professional opinion to clinicians on the technical nature of a diagnostic result when requested.

Undertake aftercare of patients following administration of radioactive materials and maintain awareness of possible adverse reactions. Provide reassurance and information and explain follow-up procedures to patients where necessary.

Acts as an Operator under the IRMER 2017 Regulations.

Performs quantitative analyses of acquired images. Highlights unusual aspects or potentially erroneous results.

Performs procedures required for the department's quality control programmes (testing scanner uniformity, phantom studies, radionuclide calibrator checks etc.).

Helps patients onto and off of the scanning beds with various manual handling aids.

Liaises with portering, ambulance staff etc. to ensure patients are transferred to the department in time for their scan.

Prepare, analyse and present the results for reporting. Analysis includes judgement of the optimum shape and position of computer-generated regions placed around anatomical structures and inspection of interim and final results for validity.

Perform all laboratory work associated with imaging and non-imaging investigations e.g. pipetting, use of a centrifuge, making up standards and working with very small volume samples in an accurate and reproducible manner to allow quantitative measurements to be made.

Participates in the planning and practical implementation of clinical trials and research & development activities.

Take part in research and clinical trials, ensuring trial protocols are closely followed and Case Report Forms are completed correctly.

Provides input into the creation of new protocols for routine procedures being implemented for the first time.

Assists with the maintenance of the department's standard operating procedures.

Maintain high standards of practice to ensure good quality diagnostic information is produced.

Identify and report equipment faults, image artefacts and calibration errors.

Operate a range of ionising radiation monitoring devices.

Ensures all scans are adequate for clinical use prior to the patient leaving the department.

Assists with the pre-purchase appraisal of major items of imaging and other equipment.

Participates in multidisciplinary meetings (monthly), taking appropriate follow-up action to improve procedures.

Follows the standard operating procedures at all times.

Work out-of-hours when required to cover emergency or delayed patients.

Perform some or all of the following technical procedures using specialist skills developed in external or internal training courses:

- Perform cell labelling for imaging procedures. This requires manual dexterity and a range of laboratory skills and involves working with patient blood samples to produce radioactively labelled blood cells fluids for re-administration to patients. An understanding of the need for aseptic procedures is required while minimising any risk from needle stick injuries and prolonged exposure to body fluids.
- Verify and assure processed image quality in cardiac scans, to identify processing errors and image artefacts.
- Independently authorises requests for Nuclear Medicine procedures as part of the Ionising Regulations (Medical Exposure) Regulation (IRMER) 2017 (this is required to ensure that patients are not inappropriately exposed to ionising radiation)
- Verify gamma camera safety and performance following maintenance or repair by external contractors.
- Perform safety roles, including COSHH and risk assessments (H&S, Ionising Radiations Regulations (IRR) 2017), highlighting and acting on areas that present a risk to the patient or the service.

## **Radiological Protection**

Assists the Nuclear Medicine Services Managers to ensure that high standards of technical practice are maintained to ensure radioactive materials are handled safely.

Performs routine radioactive contamination monitoring using contamination monitors and wipe tests. Takes remedial action as appropriate and updates records accordingly.

Dispose of all radioactive and clinical waste according to local procedures, ensuring that all regulatory requirements are met, and otherwise maintain a clean and safe working environment for patients and staff.

Ensures that on a day-to-day basis the records relating to the receipt, administration and disposal of radiopharmaceuticals in compliance with the directives of the Environment Authorisations (Scotland) Regulations (EA(S)R 2018).

Assists the Nuclear Medicine Services Managers to ensure that on a day to day basis radioactive materials are handled and disposed of in accordance with the Local Rules and the Standard Operating Procedures (to comply with the relevant legislation (IRMER, IRR, EA(S)R etc).

Deals with incidents (spillages, urinary incontinence etc.) involving radioactive materials in a manner that complies with the Ionising Radiation Regulations 2017 and follows Standard Operating Procedures.

In the absence of the Section Lead Technologist, reports incidents involving radioactive materials to the Radiation Protection Supervisor.

Assists with inspections from regulatory bodies e.g. Scottish Environmental Protection Agency, HSE, DoH etc.

### **Health and Safety**

Assists the Managers to ensure that on a day to day basis technical, assistant and clerical staff comply with safe systems of work and maintain a safe working environment for staff and patients.

Follows systems of work to ensure patient and staff safety within the department.

Performs emergency stop checks on scanners.

Works to high standards of cleanliness and infection control. Undertakes additional responsibilities e.g. act as Cleanliness Champion.

Reports incidents and near misses to the Section Lead.

### **Management**

Exercise personal responsibility and make decisions in complex and difficult circumstances particularly during clinical investigations, recognising the need to seek appropriate advice where necessary.

Take day-to-day responsibility for own workload within the highly specialist clinical technical service ensuring that the highest professional and clinical standards are met.

When requested, deputises for the Section Heads during periods of absence, ensuring that the service operates smoothly and efficiently on a day to day basis; planning, prioritising and scheduling the workload and organising the response to unplanned or urgent requests; supervising the technical aspects of service delivery; managing equipment availability to match the expected workload.

Ensure compliance in day-to-day work with all relevant statutory requirements, NHSGGC policies and departmental procedures with respect to patient care and safety, including IRMER 2017, IRR 2017, Infection Control, Clinical Governance etc.

Regularly participate in ongoing departmental audit and quality assurance programmes which may lead to changes in current working practises while maintaining effective Clinical Governance.

Participates in the process of developing changes to operational procedures

Participates in the recruitment and selection process for new staff as required (e.g. sits on interview panels).

Assigns work to more junior technologists, assistant and clerical staff.

Supervises the work of junior technologists, assistant and clerical staff.

Ensuring that radiopharmaceuticals are ordered and that delivery times are specified to match patients scan times incorporating radioactive decay considerations. It is important that this is managed effectively to minimise waste.

Ensuring the safe and efficient use of expensive and complex technical equipment. The total capital cost of the equipment is over £2M.

### **Training / Educational**

Keeps abreast of the latest technical developments and their applications. Attends relevant courses and conferences and presents information gained to other staff in the department.

Undertakes continuing professional development as required to maintain status as an Operator, as defined by the IR(ME)R 2017 Regulations.

Participates in personal career development planning to maintain skills and develop personal growth through training and education

Participate in mandatory training and actively pursue Continuous Professional Development, keeping an up to date personal record.

Assists the Section Lead Technologists to co-ordinate technical training of other staff groups while they are in the department. This includes junior physicists as part of the national training scheme, radiographers and technologists as part of their BSc courses and junior Radiologists as part of their Specialist Registrar training

Training is also provided to medical staff, nurses, medical students, technologist and junior physicists as required.

Assists the Section Lead Technologists to organise the training of new technologist staff.

Maintain knowledge of technological advances in the methods used within the service by involvement in local meetings.

## **Documentation**

Ensure patient records and confidentiality are maintained in accordance with Hospital policies and statutory regulations including General Data Protection Regulations and Caldicott Guidelines.

Ensure that Departmental records are maintained for all patients and that all statistical information, equipment information and staff training information relating to the department are documented appropriately.

## **Decisions and judgements**

Workload is generated by the incoming requests for patient investigations or therapies from approved referrers.

General plans for work are produced by the Head of Technical Services & Section Head Technologists (via a rota) but within this there is significant scope for independent action. Often the post holder has to adapt to changing circumstances and re-plan their own work and that of more junior staff, especially when dealing with urgent / emergency procedures.

The post holder is accountable for their own professional actions when working independently.

Assists the Section Head Technologists to plan the workflow within the departments.

Works without direct managerial supervision on a regular basis.

Regularly makes decisions regarding the prioritisation of patient studies,

Schedules patient appointments to balance the requirement for emergency studies with those of scheduled procedures

Recognises faults in equipment and relays information to scientific staff.

Recognises abnormalities on images to make decisions on whether further imaging should be considered, by the post holder or by clinical colleagues.

Patients who are particularly ill are often unable to comply fully with the requirements of any particular procedure. A judgement often has to be made that balances the clinical information obtainable against what the patient is safely able to do. The post holder utilises their skills and experience to assess the patient's condition and decide on the most appropriate technique to obtain a diagnostic image.

Exercises judgement about the level of information the patient can be given.

The quantitative analysis of the images can often be problematical and skill, experience and judgement are required to produce meaningful and accurate clinical information. The post holder judges whether requests for patient procedures can be authorised under the IRMER 2017 Regulations using defined criteria. Judgements are also required re authorisation for Carers & Comforters exposures to ionising radiations under the IRMER 2017 Regulations, using defined criteria.

Judges when external medical help is required to deal with a patient whose condition has deteriorated.

Exercises initiative to ensure scheduling and other conflicts are resolved.

Judges, in the first instance, how to deal with radiation incidents (spillages etc.) and reports appropriately.

Utilise their skills and experience to analyse and display images to assist in the final reporting process.

## **Communications and relationships**

In general, communication takes place on a daily basis with patients, relatives, carers, hospital staff and external agencies such as GP practices, both face to face and by phone. The post holder has to be aware of the sensitive nature and confidentiality of topics discussed and use tact and diplomacy.

### **Staff**

- Assists the Head of Technical Services & Section Head Technologists to ensure good communication and effective team working between staff in departments.
- Assists to introduce occasionally contentious changes to working practices through discussion with staff, listening to problems/issues and negotiating acceptable solutions.
- Assists to resolve conflicts between staff within the department and with staff from other departments using tact and diplomacy
- Delegate tasks and provide advice to more junior Technologists, Assistants and clerical staff.
- Consults physicists for advice.

### **Patients**

- Provide information by explanation of the complex and often lengthy procedures, listening to and acting upon the patient's physical and emotional requirements in order to encourage compliance with the procedure. Some patients will have difficulty in understanding the process or be unable to communicate e.g. those with learning difficulties, dementia, or who are non-English speaking.
- Use developed motivational and persuasive skills to produce an acceptable diagnostic image in patients who have reduced mobility due to injuries or illness. These patients may have severely challenging behaviour that may make them obstructive or physically aggressive. They could also be uncooperative or violent if under the influence of drugs or alcohol.
- Provide reassurance as to the benefits of a procedure involving radiopharmaceutical administration to overcome the fears associated with ionising radiation. This can involve the communication of complex concepts involving the levels of risk associated with ionising radiation.
- Provide advice on radiation protection issues that may be required following the procedures.
- Deal with patient complaints according to hospital policies.

#### **Relatives/Carers**

- In general, communication takes place on a daily basis with patients, relatives, carers, hospital staff and external agencies such as GP practices, both face to face and by phone. The post holder has to be aware of the sensitive nature and confidentiality of topics discussed and use tact and diplomacy.

#### **Medical Staff/Nursing Staff/Healthcare Staff**

- Seek advice from ARSAC licence holders.
- Query incorrect or unnecessary referrals in order to reduce or avoid unnecessary radiation dose.
- Provide advice on patient preparation for investigations.
- Provide advice on radiation protection issues prior to and following investigations.
- Provide training to students and other healthcare professionals coming into contact with the specialist work of Nuclear Medicine.
- Communicate with Unit's consultant staff, ward nursing or medical staff regarding patient's clinical care needs.
- Seek help and advice with patients in pain or immobile.
- Present results of research/development work to groups at local and regional meetings.

#### **External**

- Liaise with Radioisotope Dispensary and other suppliers of radiopharmaceuticals to ensure cost-effective supply with minimal waste.
- Liaise with ambulance control.
- Liaise with external servicing organisations to minimise downtime of equipment.

### **Physical, mental, emotional and environmental demands of the job**

### **Physical Skills**

- Skills to safely manoeuvre wheelchairs, trolleys, hoists and other test equipment.
- Performs intravenous injections (sometimes while patient in scanner and access is difficult).
- Accurate hand eye coordination and manual dexterity required for pipetting blood samples, cell labelling and administering intravenous injections to patients
- Speed and accuracy when handling radiopharmaceuticals to minimise radiation doses

### **Physical Demands**

- Patient movement with use of pat slide (around 1 per day)
- Push trolleys, wheelchairs (many times per day)
- Patient movement on/off imaging equipment (daily)
- Manoeuvring heavy phantoms and scanning tables (daily)

### **Mental Demands**

- Assists in the process of balancing conflicting requirements for resource use (e.g. emergency vs scheduled procedures)
- Calculation of radioactive decay to ensure correct amounts of radioactivity are administered to the patient.
- Care and concentration required when checking patient details prior to administration of radiopharmaceuticals.
- Operates highly complex imaging equipment and computing systems
- Supervise relatives and visiting staff to ensure that the radiation protection rules are being followed.
- Observation of potential contamination incidence.

### **Emotional Demands**

- The department is often very busy and the post holder must be capable of working effectively when under pressure.
- Continuous interruptions requiring tasks to be changed to meet urgent need is a regular feature of the workload.
- Communicating with distressed/anxious/worried patients/relatives (daily).
- Caring for the terminally ill (daily but generally self caring patients).
- Caring for patients following receipt of bad news (daily but not immediately following news).
- Dealing with patients with severely challenging behaviour (less than 1/month).
- Dealing with patients waiting for extended periods (daily).

### **Working Conditions**

- Exposure to radiation (daily)
- Handling blood samples (weekly)
- Handling urine samples (weekly)
- Exposure to verbal aggression (rare)
- Exposure to physically aggressive behaviour (rare)

- Possible risk of needlestick injuries when performing intravenous injections and withdrawing venous blood samples (daily)

## Most challenging parts of the job

Nuclear medicine scans are complex and wide ranging. There are over 30 different procedures utilising 20 different short and long lived radiopharmaceuticals with highly variable timing between the patient's arrival and the procedure itself (which depends on how quickly the radiopharmaceutical accumulates in the target organ). In addition, there are different approaches that can be tailored to the particular conditions of individual patients – it is much more complex than just taking an x-ray, for example.

Operating between the four sections calls for an extremely wide ranging set of skills and knowledge.

The post holder may deputise for the Nuclear Medicine Section Head Technologists during periods of absence and has to perform many of the management duties.

The departments can be very busy and the post holder has to be able to deal with difficult and stressful situations in which sick patients need attention, urgent scans need to be performed at short notice, medical staff need reports produced quickly etc. They also have to assist with the organisation of the more junior staff in these situations.

High levels of experience are required to balance the requirement for providing a scheduled service for patients with that of being able to respond, often at very short notice, to the need to perform an urgent/emergency procedure.

The daily operation of highly complex imaging equipment and computing systems requires high levels of concentration, knowledge and experience.

Regularly performs complex Nuclear Medicine procedures requiring high levels of skill, training and expertise.

Assisting the Head of Technical Services & Section Head Technologists to ensure that the wide range and complex nature of the requirements associated with the legislation governing the handling of radioactive materials are followed on a daily basis is a challenge. Note that significant failures can lead to prosecution.

Communicating with worried/anxious patient/relatives (daily).

Working safely with radioactive materials.

## Person Specification

### Job identification

<b>Job title</b>	Nuclear Medicine Specialist Practitioner Clinical Technologist (Radiographer)
<b>Responsible to</b>	Sector Technical Manager
<b>Department</b>	Nuclear Medicine, Clinical Physics
<b>Directorate</b>	Diagnostics

Attribute	Essential	Desirable
<b>Qualifications and Training</b>	<p>Honours Degree in a relevant science or technology subject.</p> <p><i>or</i></p> <p>Diploma of the <a href="#">College of Radiographers</a> (DCR)</p> <p><i>or</i></p> <p>BSc (Hons) in Radiography, (or HNC/HND with profile of knowledge and training equivalent to BSc (Hons))</p> <p>As this is a patient facing role, you should hold registration in one of the following:</p> <ul style="list-style-type: none"> <li>• Clinical Technologists with the Institute of Physics and Engineering in Medicine (<a href="#">IPEM</a>)</li> <li>• Practitioner of the Academy for Healthcare Science (<a href="#">AHCS</a>)</li> <li>• Radiographer with the Health and Care Professions Council (<a href="#">HCPC</a>)</li> </ul> <p>Demonstrable peer-reviewed core training in Nuclear Medicine as evidenced by one of the following:</p> <ul style="list-style-type: none"> <li>• IPEM Diploma in Clinical Technology (Nuclear Medicine);</li> <li>• MSc/PgDip Nuclear Medicine;</li> <li>• equivalence through AHCS.</li> </ul> <p>Evidence of Continuous Professional Development.</p>	<p>Membership of the Institute of Physics and Engineering in Medicine (<a href="#">IPEM</a>), at an appropriate level</p>
<b>Experience</b>	<p>Significant post qualification experience in Nuclear Medicine (typically 2 or more years).</p>	<p>Experience in multi-modality CT scanning (PET-CT/SPECT-CT).</p>

		Previous experience with Radiology and Patient Information Systems
<b>Knowledge, skills and abilities</b>	<p>Knowledge of physics / technology underlying Nuclear Medicine.</p> <p>Familiarity with the physics underlying radiation protection and knowledge of all current legislation including IRR 2017 and IRMER 2017 and EA(S)R 2018.</p> <p>Skills in handling and preparing radioactive materials and in the use of a range of nuclear medicine and associated equipment and computer applications</p> <p>Ability to work unsupervised.</p> <p>Good communication and Interpersonal skills.</p> <p>Good organisational skills.</p> <p>IT literate.</p>	Competency to perform I.V. and intradermal injections
<b>Personal qualities</b>	<p>Efficient and flexible attitude to work.</p> <p>Ability to carry out tasks in a busy environment</p> <p>Ability to work under pressure.</p> <p>Systematic, methodical approach to work with attention to detail</p> <p>Ability to work as part of a team or independently.</p>	