JOB DESCRIPTION

JOB TITLE: **Senior Specialist BMS**

GRADE: **Band 7**

DEPARTMENT: **Blood Transfusion**

LOCATION: **Harefield Hospital**

RESPONSIBLE TO: **Laboratory Operational Manager**

Synnovis

Synnovis is a scientific organisation with a clinical purpose and is part of SYNLAB Group, Europe's leading provider of laboratory diagnostic services. Working in partnership with Guy's and St. Thomas' Hospitals, King's College Hospital, Princess Royal University Hospital, and local CCG networks, we aim to set the standard for the future of pathology.

This role is within Synnovis Analytics, which is responsible for the provision of pathology testing services to Synnovis' patients and customers.

Job Summary

This role delivers specialist biomedical investigations and provides first line people management as part of the laboratory team in Synnovis. Reporting to the Principal BMS or Operations Manager, you will have a high level of responsibility, including leading the Harefield Blood Transfusion department, to ensure the successful delivery of pathology services, in line with our corporate objectives.

You will hold a variety of accountabilities in the laboratory environment. These include, but are not limited to:

- Responsible for a specialist area, providing specialised technical scientific services and communicating complex information that will aid and determine clinical diagnosis.
- Contribute to the development of specialist investigations, identifying better ways of working and finding efficiencies in service delivery.
- Manage day-to-day staffing with the Operations Manager to ensure all resourcing needs are met, manage workflow and relevant training to meet turnaround times, cover bench work and where required supervise others as part of early or late or weekend shifts.
- Take part in other activities such as audits, training, and potentially clinical trials as required.

Key Relationships

- Analyse samples in line with local Standard Operating Procedures (SOPs) including but not limited to recording results and necessary action on the Laboratory Information Management Systems (LIMS), ensuring all Information Governance (IG) requirements are met.

Duties and Responsibilities

- Maintain standards of conduct required by the HCPC to practice as a registered Biomedical Scientist.
- Provide technical advice to clinical colleagues as required and within limits of competency.
- Participate in the strategic development and service improvement of the analytical service, be responsible for the implementation of new techniques, equipment, and tests, as directed including all verification and validation work. Where necessary this will include analysing clinical trial samples.
- Ensure all incidents and events are correctly reported by junior staff in Q-Pulse quality management database and other relevant software and support them in learning quality procedures and investigations.
- In conjunction with the Quality team, monitor, report and action errors, hazards, and incidents logged in the CAPA module of Q-Pulse. This may include taking part in investigations of incidents and providing expert insight into making improvements based on outcomes. • Participate in appropriate clinical audits as required and directed.
- Monitor, and report on EQA and IQC procedures and be responsible for correcting problems that have been identified.
- Ensure compliance with all regulatory and quality requirements of regulatory directives, accreditation bodies, and local management including:
    - Care Quality Commission
    - UKAS
    - Synnovis policies and SOPs
    - Any other body in area of responsibility.
- Provide supervision for all employees, including participating in early, late and weekend shifts if necessary and as required.
- Line manage employees, as required. This includes delivering all aspects of people management, such as recruitment, performance management, absence management, learning and development, employee health and wellbeing.
- Encourage junior employees in their scientific expertise, knowledge and professional development, including the safe use of highly complex and sensitive equipment.
- Develop, prepare, write, and review relevant documents, including SOPs, COSHH and risk assessments in line with the ISO 15189 standard.
- Demonstrate ongoing laboratory-based competency against training plans.
- Ensure that all Synnovis policies and procedures are implemented and maintained.

- Demonstrate professionalism, patience and empathy when explaining complex subjects, and in particular when communicating with people who do not share same level of knowledge or understanding.

• Attend, and where required, chair regular departmental meetings and contribute to effective communication within the department.

• Work closely with Operations Manager to ensure stock inventory compliance.

• Deputise for the Operations Manager including attendance at meetings, as required.

• Take part in CPD activities to ensure that your practices and knowledge are always relevant and up to date to your specific area.

General

The post holder may be required to carry out other duties in line with the grading of the post. The job description may be subject to change and, if so, this will take place in consultation with the post holder.

Confidentiality

The post holder must maintain the confidentiality of information about patients, staff and any other matters of a confidential nature including but not limited to commercially sensitive information.

Equality & Diversity

Synnovis is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of Synnovis.

Health and Safety

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), to ensure that agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees.

Smoking Policy

Synnovis is a healthcare organisation and smoking is actively discouraged and is prohibited in the majority of our locations. Employees are not permitted to smoke or use e-cigarettes anywhere within any location in which they work or when outside on official business unless designated specifically for smoking or vaping purposes.

Data Protection Act

Employees must not, without prior permission, disclose any information regarding patients or staff. In circumstances where it is known that a member of staff has communicated such information to an unauthorised person, those staff will be liable to dismissal. Moreover, the Data Protection Act (2018) also renders an individual liable to prosecution in the event of unauthorised disclosure of information.

PERSON SPECIFICATION

Requirements

(The requirements for a person specification can be divided into the categories shown below:-)

	ESSENTIAL	DESIRABLE
Education Attainment/ Qualifications	• BSc (Hons) IBMS accredited degree or equivalent • HCPC State registration as a Biomedical Scientist • Specialist portfolio in relevant discipline or equivalent experience (if HCPC Registration via IBMS Portfolio route) or FIBMS • MSc, FIBMS or equivalent experience in a similar role • Evidence of ongoing Continuous Professional Development (CPD)	• Quality or Management qualification • Willing to work towards higher levels of professional practice
Experience required	• Leadership qualities with experience of coaching, coordinating, and managing a team • Blood Transfusion laboratory experience is essential, including Winpath LIMS experience and Automated blood grouping analyser. • Experience of supervising junior employees • Significant demonstrable discipline specific practical experience • Experience in the education of physiology, pathology, and scientific principles relevant to specialism • Experience in and ability to supervise analysis, interpretation and technical validation of routine, complex and specialist results • • Lead in area of special interest and expertise in one or more areas of the laboratory, for example Quality, Health & Safety, Training or IT	• Cultivating junior colleagues with skills in areas of interest or expertise such as Quality, Health & Safety, Training, or IT • Cultivating Specialist BMS with skills in research, clinical or analytical areas • Acting as owner for escalation and communication to internal and external service users in the event of quality/ analyser/assay failures • • Line management experience

Skills and Aptitudes/ **Knowledge/** **Ability**	• Demonstrates a high degree of skill, knowledge and judgement where interpretation of results can be highly subjective • Well-developed physical skills, demonstrable ability to use precision equipment and consumables • Manage the resolution of troubleshooting activity for highly technical and precision equipment and assays • Ability to troubleshoot and train those who use the Laboratory Information Management Systems • Ability to manage effectively in a changing dynamic environment with multiple conflicting priorities • Knowledge of effective line management techniques including all aspects of people management, for example recruitment and rota management • Ability to maintain focus and concentration for extended periods of time • Knowledge of the correct policies and procedures to implement in relation to quality systems, with reference to ISO/UKAS • Knowledge of the management of laboratory procedures in your own areas, including following Health and Safety legislation and procedures	• Good awareness of current issues within pathology locally and nationally