

Person Specification

Job Title: Laboratory Manager
Department: Neuropathology



North Bristol
NHS Trust

Criteria	Where Found (Application Form, Interview References)	Essential	Desirable
Education/Training/Qualifications		X	
<ul style="list-style-type: none"> First degree Biomedical Sciences, with specialisation in cellular pathology MSc / FIBMS in cellular pathology 	Application form	X	
<ul style="list-style-type: none"> State registration with HCPC essential and experience of the clinical laboratory accreditation process 	Application form	X	
<ul style="list-style-type: none"> Completion of a recognised management training course, and experience of staff and resource management 	Application form		X
<ul style="list-style-type: none"> Active involvement in biomedical sciences CPD activities 	Application form	X	
Work Experience			
<ul style="list-style-type: none"> Extensive knowledge and experience of a broad range of histopathology techniques, to include immunocytochemistry, muscle enzyme 	Application form, Interview	X	

histochemistry, nerve biopsy analysis and specialised post-mortem neurohistology methods			
<ul style="list-style-type: none"> Experience of teaching and training both pre- and post-registration biomedical scientists, including in specialist neuropathological techniques 	Application form, Interview	x	
Knowledge/Skills/Abilities			
<ul style="list-style-type: none"> Knowledge and experience of the handling of biohazardous biological materials, including prion-infected tissues 	Application form/ Interview	x	
<ul style="list-style-type: none"> Knowledge and experience of the preparation of specimens for transmission electron microscopy (including knowledge of semithin section histology and experience in the selection of blocks for electron microscopy) 	Application form/ Interview	x	
<ul style="list-style-type: none"> In-depth knowledge and experience of the application of information technology in a clinical laboratory setting 	Application form/ Interview	x	
<ul style="list-style-type: none"> In-depth knowledge of UKAS Laboratory Accreditation and Human Tissue Authority 	Application form/ Interview	x	

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inspections and experience of passing and taking part in UKNEQAS schemes			
Personal Qualities/Special Circumstances			
<ul style="list-style-type: none"> Ability to be responsible for the management and personal development of all biomedical scientists, medical secretaries and support staff in the Department, and to oversee regular performance reviews to enable the specific training requirements of each individual to be assessed. 	Application form/ Interview	x	
<ul style="list-style-type: none"> Ability to ensure that all staff, including visiting trainees, are appropriately trained and supervised, and to oversee their training in specialist techniques for the analysis of neuropathology specimens 	Application form/ Interview	x	
<ul style="list-style-type: none"> Ability to ensure the provision of professional development programmes for Department staff, and opportunities to participate in scientific and other activities of professional laboratory organisations 	Application form/ Interview	x	
<ul style="list-style-type: none"> Ability to deploy staff flexibly and effectively, to provide an efficient and timely laboratory service able to meet variations in work pattern and clinical demand 	Application form/ Interview	x	
<ul style="list-style-type: none"> Ability to manage the regular rotation of biomedical scientists through all sections of the laboratory, ensuring proficiency in all aspects of neuropathology technical work 	Application form/ Interview	x	