

Job Description

Job Title:	Senior Perfusion Scientist
Band:	8a
Base:	You may be required to work in other designated locations of the Trust as well as your primary base. In particular, flexibility is required across the three main hospital sites (Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital). If you're initial location is one of these sites excess travel reimbursement would not apply for a permanent or temporary change of base.
Reports to:	Deputy Principal Perfusionist
Accountable to:	Principal Perfusionist

Find out more about working with us:

<https://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>

Job Summary	The post-holder will be a qualified and autonomous practitioner required to deliver a wide-ranging and comprehensive extra-corporeal and life support service, including Extra-Corporeal Membrane Oxygenation , to patients undergoing open heart surgery and/or other related procedures in Operating Theatres, Adult, Paediatric and General Intensive Care Units, Cardiac Investigation Laboratories, and Coronary Care and High Dependency Units by using a broad range of vital, complex and specialised procedures requiring skilled performance with a high level of individual responsibility applied to a variety of situations, and within the overall responsibility of the Manager, Clinical Perfusion. He/she will participate fully in the development of the protocols and techniques to enable the clinical group to meet its contractual and professional targets.
Budget	The size of the Perfusion budget that the Surgical Care Practitioner team sit within is 1.4 million pounds. Each year there is an expectation to generate CIP. It is the responsibility of all staff to develop CIP ideas.
Staff	The Perfusion team consists of 11.58 fully qualified team members whom are accountable to the Principal Perfusionist whom is the direct line Manager. Appraisal is undertaken every year and through this performance and attendance and training development will be reviewed. The appraisal is undertaken by the Principal Perfusionist.
Policy	To contribute to multi-disciplinary team building and policy Development. To adhere to team plans and policies.
Communications	Utilise a variety of strategies to communicate highly complex, sensitive information about the service area to staff, Perfusion Manager, Service Manager. Develop and maintain relationships and effective and proactive communication mechanisms with staff, their representatives and staff organisations so that the Directorate is able to secure participation in and favourable reactions to its aims and objectives. Contribute to clinical teams, both multi-disciplinary and uni- disciplinary, by discussing own and others input around patient need ensuring a well co-ordinated care plan. Communicate complex condition related information from

	<p>assessment to members of the multi-disciplinary team / other professions.</p> <ul style="list-style-type: none"> • Work closely with colleagues in the multi-disciplinary team agreeing decision making relevant to the patient management. • Advise other colleagues on a range of clinical therapy issues and facilitates their own problem solving skills. • Be a motivated member of the team and to engage in all departmental activities. • Demonstrate excellent negotiation skills in the management of conflict across a range of situations. • Deal with complaints sensitively, avoiding escalation where possible. • Form productive relationships with others who may be under stress. • Employ excellent communication skills in emotive, stressful and potentially antagonistic situations. • Employ excellent presentation skills to promote multidisciplinary and inter-departmental liaison, collaborative practise and understanding of specialist clinical area to broad range of audiences, including other professionals and users.
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KEY WORKING RELATIONSHIPS

The Senior Perfusion Scientist will work closely with the Consultant Cardiac Surgical team structure.

The Senior Perfusion Scientist will work closely with all the Perfusion team and will develop relationships with Multidisciplinary teams in theatres such as the Surgical Scrub team and the Anaesthetic team.

There will be key working relationships with Ward staff and Intensive Care Unit staff also and the ECMO team based on the Intensive Care Unit.

The Senior Perfusion Scientist will be expected to work closely with the Deputy Principal Perfusionist and the Principal Perfusionist.

KEY RESULT AREAS

In conjunction with the Deputy Manager, Clinical Perfusion, ensure the provision of extracorporeal circulation, life support systems, ventricular assist devices, haemoconcentration, cell salvage, and autonomous assessment and maintenance of physiological parameters. Assists in formulating policies for the smooth running of the Clinical Perfusion Department and makes recommendations for improvement and development. The post-holder will provide clinical and scientific advice, and provide interpretation of results to clinicians throughout the Trust and to external agencies. Draw on knowledge of a range of theories to inform practice. Assist in developing strategies for the management and delivery of care for the patient group.

Setting up, priming and running cardiopulmonary bypass equipment for cardiac surgery procedures, according to the perfusion procedures and protocols and to play a full role in the routine cardiac surgery programme.

- Ensure quality control, calibration and maintenance of expensive and complex medical equipment, ensuring accurate and safe use during clinical procedures.
 - Assess the patient for relevant medical history, pathology and diagnosis and make appropriate clinical decisions concerning the conduct of the procedure i.e. type of cannulation, size and type of equipment, type of priming solution.
 - Administer fluids and drugs according to local policy and as necessitated by the clinical situation i.e. priming solutions, anticoagulants, inhalational anaesthetic agents, potassium, and cardioplegic solution.
 - Be conversant with specialist techniques and perfusion procedures as required by individual patients such as left-heart bypass, cerebral perfusion, and vacuum assisted venous drainage, ventricular assist devices and blood conservation techniques.
 - Assist surgical and cardiology staff in the insertion and management of intra-aortic balloon pumps as required by individual patients.
 - Take a full role in departmental and individual projects, with a commitment to research based clinical practice.
 - Contribute to evidence based clinical practice to maximise clinical effectiveness.
 - The post-holder is required to participate in 'out of hours/on-call' arrangements and to ensure continued co-operation, flexibility and reasonable cover during absence of colleagues and operational demands of the Directorate.
 - Participate in the training of Perfusionists, and other staff as directed, and the supervision of staff in lower grades as appropriate.
 - Consolidate specialist skills, knowledge and expertise in clinical practice. Applying these skills to the supervision and training of others in the department and the multidisciplinary team.
 - Ensure communication is upheld between all disciplines throughout the directorate
 - Liaison with all relevant staff in research projects related to Perfusion Science.
 - Any other reasonable duty which may be delegated.
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Service Delivery & Development

To support the development of specialised care protocols relating to a range of Issues to improve patient care e.g. blood conservation techniques employed within The Trust.

To contribute to multi-disciplinary team building and policy development.

To adhere to team plans and policies.

Governance

- Support the development of local, regional and national clinical guidelines informed by evidence for clinical specialism.
- Participate in Individual Performance Review ensuring that the objectives set reflect the Service and Trust plans, including specific objectives relating the clinical specialism.
- Attend relevant training and development in order to maintain and develop skills and knowledge required of Perfusionists working in the field and maintain up to date Health Professions Council and College of Perfusionists of Great Britain and Ireland registration.

- Demonstrate knowledge of and adhere to Society of Perfusionists of Great Britain and Ireland Professional and Clinical and National and Local Clinical Guidelines.
- Assist in the delivery of training formal and informal to others locally, regionally, nationally and internationally in area of clinical expertise.
- Keep up to date with new techniques and developments for the promotion and maintenance of good practise in perfusion procedures.
- Attend relevant courses, meetings and special interest groups.
- Apply the principles of clinical governance to professional practice. To apply the principles of clinical governance to professional practice
- To assist in the delivery of training formal and informal to others locally, regionally, nationally and internationally in area of clinical expertise.

Patient/Customer Service

Deliver, with appropriate delegation, perfusion team objectives and projects to Ensure a seamless delivery of service.

To facilitate investigation into complaints, accidents / incidents made in respect of the Perfusion Department, feeding back to the Perfusion Manager/Directorate Manager and/ or risk management for response.

To facilitate the management of specific clinical issues.

To support and contribute to team objectives and projects.

To contribute to protocols that are in place for each specified area of the clinical perfusion service.

To assume delegated tasks as requested by line manager within area of clinical Expertise.

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To contribute to multi-disciplinary team building and policy development.

To adhere to team plans and policies.

Research

Take a full role in and support research projects in conjunction with the lead clinician for Research and Development in the directorate to promote perfusion research within the multidisciplinary team.

As an autonomous practitioner develop and use flexible and innovative approaches to practice that are appropriate to the needs of the patient group and consistent with the aims of the Trust.

To use research enquiry and scholarship to plan, implement and evaluate concepts, strategies and clinical practice leading to improvements in patient care.

As an autonomous practitioner facilitate, initiate, manage and evaluate change in practice to improve quality of care.

GENERAL

This job description indicates the main functions and responsibilities of the post. It is not intended to be a complete list. You may be required to undertake other duties from time to time as we may reasonably require.

You will be required to maintain compliance with all statutory and mandatory training requirements.

The link to the Trust's policies and procedures is:

<https://secure.library.leicestershospitals.nhs.uk/PAGL/SitePages/Home.aspx>

Person Specification

Post: Senior Perfusion Scientist

Band: Band 8A

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours		Interview
Training & Qualifications	Accredited with the Society of Clinical Perfusion Scientist. Registered with the College of Clinical Perfusion Scientists Post Graduate Diploma / MSc in Perfusion Science. Licentiate Registration		Application
Experience	Fully qualified and registered as a Clinical Perfusionist for 3 years Fully Conversant in Perfusion Techniques over a 5 year period.	Paediatric Perfusion Techniques although training will be given.	Application

Job Title:
Date Finalised:

Communication and relationship skills	Good Communication Skills. Be able to demonstrate good working relationships with other groups of staff. Good Communication Skills. Be able to demonstrate good working relationships with other groups of staff.		Interview
Analytical and Judgement skills	Computer Literacy		Interview
Skills	Techniques including: Intra-Aortic Balloon Pumping, Ventricular Assist Devices, Extra Corporeal Membrane Oxygenation, Vacuum Assisted Venous Drainage, Blood conservation		Application
Planning and organisation skills		Effective Leadership Good organisational abilities Ability to work under own initiative	Application
Equality, Diversity and Inclusion	Able to demonstrate a commitment to and understanding of the importance		Interview

	<p>of treating all individuals with dignity and respect appropriate to their individual needs.</p> <p>All staff are expected to engage in compassionate and inclusive leadership in the provision of high quality care and interactions with others</p>		
Other requirements specific to the role	<p>Able to work under high pressure in intense clinical situations.</p> <p>Able to analyse and use sound judgement in the interpretation of a wealth of clinical information on a moment-to-moment basis. Create effective relationships in order to motivate and develop</p>		Interview