

## EMPLOYMENT CRITERIA / PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

<b>Post Title</b>	<b>Healthcare Science Assistant Practitioner – Band 4</b>	<b>Directorate/Department</b>	<b>Div B/Wessex Genomics Laboratory Service (Salisbury)</b>
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### Assessment Method Key

(Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)

<b>Interview</b>	These criteria will be assessed during an interview, should you be shortlisted.
<b>Application</b>	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
<b>Presentation</b>	During an interview you may be asked to produce a presentation, this is when these criteria will be assessed.

### Physical requirements of the post

Requirements	Assessment Method	Essential	Desirable
Health and physical abilities sufficient for the post (if necessary with reasonable adjustments with respect to the Equality Act/Disability Discrimination Act).	Interview	X	

### Qualifications / training required

Requirements	Assessment Method	Essential	Desirable
A level or equivalent in at least two from Maths, English and Science at level A to C	Application	X	
ECDL or equivalent knowledge of computers	Application		X
Previous knowledge of hospital IT systems	Application		X
Completion of an internal multidisciplinary laboratory training course	Application		X

### Previous or relevant experience necessary

Requirements	Assessment Method	Essential	Desirable
Previous experience in laboratory work	Application	X	
Knowledge of genomic processes	Application, Interview	X	
Previous experience in an NHS environment	Application		X
Previous experience of performing genomic	Application		X

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procedures			
Previous experience in a diagnostic medical laboratory	Application		X
<b>Aptitudes and skills required</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Keyboard skills	Application, Interview	X	
Literate and numerate	Application, Interview	X	
Articulate	Application, Interview	X	
Able to follow operating procedures	Application, Interview	X	
Attention to detail	Application, Interview	X	
Manual dexterity	Application, Interview	X	
Good communication skills	Application, Interview	X	
Able to prioritise work and adapt to changing circumstances	Application, Interview	X	
Effective team member	Application, Interview		
<b>Special requirements of the post</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Able to handle a range of biological samples	Application, Interview	X	
<b>Values and behaviours</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> <li>Patients First</li> <li>Always Improving</li> <li>Working Together</li> </ul>	Application and Interview	X	