

JOB DESCRIPTION

Job Title	Chief Biomedical Scientist Microbiology/Immunology
Location	Medical Microbiology Department - Pathology
Accountable to	Pathology Manager
Reports to	Consultant Microbiologist
Pay Band	8b
Job Evaluation Reference No.	0155v5/JE/10
Organisation Chart	See page 15
Job Purpose	<ul style="list-style-type: none"> ♥ To have the operational management responsibility of the Medical Microbiology Department and Immunology Departments within the Pathology Department ♥ The post holder contributes to Infection Control activities and strategies through membership of the Infection Control Team ♥ Responsible for providing an efficient and accurate quality assured diagnostic microbiology/Immunology service ♥ Manages a team of staff including recruitment, workload allocation, career development and performance ♥ Provides specialist advice relating to Medical Microbiology to clinicians and other professionals ♥ Formulates strategy and policy within local and professional guidelines.
Knowledge, training & experience required to do the job	<ul style="list-style-type: none"> ♥ Knowledge gained through formal Qualifications ♥ BSc (Hons) Biomedical Science degree or equivalent qualification. ♥ MSc degree in a Biomedical Science or Higher Specialist Diploma (HSD), Fellowship of the Institute of Biomedical Science. ♥ Current registration with the Health Care Professions Council (HCPC) ♥ Hold the status of Chartered Scientist awarded by the Science council. As is the case in other chartered professions, award of Chartered Scientist status denotes that the holder operates in a sphere of practice that is above Masters degree level and that requires an advanced level of professional learning ♥ Recognised management qualification e.g. Certificate in Management Studies (CMS) or equivalent knowledge gained through suitable experience <p>Knowledge gained through experience</p> <ul style="list-style-type: none"> ♥ Evidence of ongoing continuous professional development (CPD). ♥ Substantive experience in a clinical laboratory at a senior level as a Biomedical Scientist grade 2 ♥ A high level of specialist knowledge gained from theoretical and practical experience gained from extensive training, teaching and mentorship in clinical laboratories and academic study to masters level

	<ul style="list-style-type: none"> ♥ Safe and correct handling of specimens, statutory health and safety requirements with specific emphasis on the safe handling of high risk specimens, e.g. HIV pos specimens ♥ In depth knowledge of subjects relating to Infection Control including, Hospital Acquired Infection (HAI), Public Health microbiology and Epidemiology ♥ Interpretive skills i.e. understanding the clinical relevance of tests and results ♥ Utilises highly developed physical skills involving the manipulation of fine tools, pipettes, scalpels etc. for the processing of microbiological specimens ♥ Ability to communicate highly complex information without the use of scientific jargon; in order to ensure full understanding, of laboratory results or methodologies with all levels of laboratory staff, nursing, administrative, patients and medical staff up to consultant level and non-health professionals such as Environmental Health Officers and police, using verbal, written and electronic formats ♥ IT skills required to implement, design, test and manage the Laboratory Computer System within Microbiology/Immunology and across the Pathology Department in conjunction with the Pathology IT Manager, and to produce complex reports and spreadsheets using Microsoft Office ♥ To be able to use analysers and equipment in order to select appropriate tests and processes when through putting pathological specimens. Ability to troubleshoot during analyser or equipment failure ♥ To produce regular statistical information on laboratory workloads and audits ♥ Ability to manage a clinical laboratory, including staff and resources. ♥ Attend external meetings and workshops to develop and benchmark the service ♥ Contribute to the management of Noble’s Hospital, by participating in the overall process for business planning, risk management, clinical governance and information systems ♥ Good laboratory practice, including quality assurance, health and safety, data handling, data protection ♥ Extensive knowledge across a range of subjects including clinical, technical, personnel and financial ♥ Confidentiality.
<p>Main duties & responsibilities</p>	<ul style="list-style-type: none"> ♥ Responsible for the operational management of the Microbiology/ Immunology Department ♥ Works with the Consultant Microbiologist in formulating operational policies and assessing needs for additional resources and new developments ♥ Line management responsibilities for all departmental staff, devolving to Senior ♥ Biomedical Scientists, to include overall management, leadership and welfare of staff and allocation of responsibilities within the department

	<ul style="list-style-type: none"> ♥ Interpret and implement organisational policies i.e. safety, security, disciplinary, grievance, sickness, absence and disseminate information to staff as appropriate ♥ To provide an effective and efficient high quality diagnostic Microbiology/Immunology within agreed Directorate protocols and within available resources ♥ Work independently within the Pathology Directorate as Microbiology/Immunology Departmental manager ♥ Analyse clinical specimens utilising, manual, semi-automated and fully automated laboratory investigations on a daily basis. ♥ Manages the provision of a specialist out-of-hours Microbiology service to provide the multi-disciplinary 'on-call' team with assistance in the examination of cerebro spinal fluid ♥ Works as part of the Infection Control Team (ICT) as a major job function. Liaises with the lead Infection Control Nurse (ICN) and Consultant Microbiologist, ensuring effective lines of communication, contributing to policy development and representing the interests of the laboratory ♥ Maintains and updates the Microbiology/Immunology area of the laboratory information system, a responsibility shared with designated deputy (BMS 2). This includes maintenance of interface, creating new tests, logic rules, reference ranges, new users, levels of access and reporting formats ♥ Interprets complex and highly complex laboratory results commenting where necessary e.g. when a multi-resistant organism is isolated, remarks on significance of isolate and comments on groups of antibiotics which would be ineffective for treatment ♥ Authorises reports produced by all Biomedical Scientists in department on a daily basis, commenting where necessary and referring to Consultant Microbiologist any reports which may require clinical advice. Authorising of reports is a major job function ♥ Advise users of the laboratory of the significance of results and suggest further investigations ♥ Responsible for the monitoring and ordering of consumable and reagent stock supplies for the department ♥ Responsible for the generation, updating and implementation of departmental Standard Operating Procedures in accordance with best practice ♥ Implementation, evaluation and development of new and existing techniques ♥ Responds positively to changing demands on the service, setting standards and achieving results ♥ Monitor current practices and propose changes as applicable ♥ Maintains an awareness of current scientific trends and developments in the field of Medical Microbiology ♥ Responsible for the operation and maintenance of highly complex and expensive analytical equipment, this includes ensuring that relevant maintenance contracts are in place and that necessary remedial action is taken during technical failure, either by the post holder, another Biomedical Scientist from within the department or calling on expert engineers from off Island
--	---

	<ul style="list-style-type: none"> ♥ Contributes to the development of training strategies appropriate to the needs of Biomedical Scientists e.g. works with departmental and directorate Training Officers to locate appropriate formal education for Trainee BMS's and ensures that study leave is allocated according to course requirements ♥ Ensures adherence to departmental Standard Operating Procedures. ♥ Takes responsibility for performance of department, ensuring adequate Quality Assurance programmes are in place ♥ Delegates supervisory function of the Microbiology/Immunology Department to senior Biomedical Scientists ♥ Is the local scientific expert in the field of Medical Microbiology, providing expert advice to clinicians, other health professionals and outside agencies.
Clinical	<ul style="list-style-type: none"> ♥ The post holder will lead a team of scientists to provide a high quality clinical Medical Microbiology/Immunology service to all users in the Isle of Man e.g. clinicians within the hospital, general practice, Department of Environment, Food and Agriculture (DEFA), Police and prison service and Veterinary Surgeons ♥ Responsible for setting and maintaining service standards ♥ Member of Infection Control Team (ICT) as a major job function includes monitoring of laboratory results in order to raise awareness of potential cross infection problems, attending daily meetings with other ICT team members and contributing to development of policies ♥ Ensures provision of HCPC registered Biomedical Scientists to work in the satellite laboratory at the GUM clinic, in order to provide immediate microscopical information relating to the diagnosis of sexually transmitted disease ♥ Will be required to interpret the results of laboratory analyses and authorise final reports to clinicians using own professional judgement to decide necessity of referring reports to Consultant Microbiologist for clinical comment ♥ In the absence of the Consultant Microbiologist takes responsibility for issuing clinical advice via established protocols which have been developed in partnership with the Consultant Microbiologist ♥ Monitors and trains other senior staff (Senior Biomedical Scientists,) to ensure continued competence in this area ♥ Is the local scientific expert in the field of Medical Microbiology, providing expert advice and guidance on the interpretation of clinical results and recommendations relating to further investigations to clinicians, other health professionals and outside agencies ♥ To ensure that all analyses and results are accurate and to take appropriate remedial action to rectify any errors ♥ Works independently to analyse clinical specimens utilising manual, semi-automated and fully automated laboratory investigations. ♥ Initially assesses the analytical request and clinical information, in order to select the appropriate investigations from the range of analyses provided by the microbiology/Immunology department

	<ul style="list-style-type: none"> ♥ Practises as an experienced specialist state registered Biomedical Scientist, who performs a comprehensive range of routine, specialised and highly specialised Microbial analyses ♥ Processes and analyses samples and quality control material, and reports results in accordance with departmental protocols as specified in local and Health Protection Agency Standard Operating Procedures ♥ Interprets microscopy, culture and antibiotic susceptibility results and carries out further analysis on the basis of these results ♥ Maintains clinical records in the laboratory computer system ♥ Utilises highly developed physical skills involving the manipulation of fine tools, pipettes, scalpels etc. for the processing of microbiological specimens ♥ As part of the microbiology team, provides a specialist out of hours service to assist 'on-call' staff in the examination of cerebro spinal fluid to detect meningitis, intracranial bleeds etc.
Professional	<ul style="list-style-type: none"> ♥ Maintain registration with Health Professions Council (HCPC) ♥ Conforms to the HCPC Code of Conduct for Biomedical Scientists ♥ Conforms to the Institute of Biomedical Science Code of Conduct ♥ Practices continuous professional development (CPD) ♥ Conforms to all relevant policies and procedures as laid down by Manx Care ♥ Demonstrates professional behaviour at all times towards colleagues, other health care professionals and members of the public.
Training, educational & research	<ul style="list-style-type: none"> ♥ Is accountable for ensuring appropriate training of all staff within the Microbiology/Immunology Department , the lead for this has been delegated to the Senior Biomedical Scientist who works closely with the post holder, involving regular review meetings and monitoring of staff training records ♥ Monitors and trains other senior staff (Senior Biomedical Scientists) in the departmental procedures relating to validation of reports and issuing clinical advice ♥ Participates in the delivery of Infection Control core training to groups of health professionals ♥ Delivers training to staff on preparation, examination and reporting of clinical samples ♥ Tutors students during BSc and MSc degree courses as required by Pathology Training Officer, and supporting their portfolio development ♥ Provides advice to individual career development for junior members of staff ♥ Attends training activities to update current best practice ♥ Researches, develops and evaluates new techniques, methodologies and equipment as part of the Microbiology/Immunology team. In accordance with good scientific practice, development is an ongoing function of the department; this includes visiting laboratories and attending user groups off island ♥ Devolves the evaluation of new techniques and methodologies to the Microbiology/Immunology team

	<ul style="list-style-type: none"> ♥ Audits methods and equipment to ensure best practice ♥ Audits laboratory results in relation to clinical disease e.g. rates of detection 'Alert Organisms' ♥ Ensures financial requirements for training via direct departmental funding or grants based on business planning ♥ Reflects on personal practice with ongoing CPD.
Planning & organisational skills	<ul style="list-style-type: none"> ♥ Responsible for planning working practices and allocation of tasks to staff within the department ♥ Responsible for procurement of reagents, chemicals, equipment and consumables ♥ Participates in contract negotiation e.g. supply of consumables from major suppliers ♥ To be a designated signatory for orders and invoices up to £10,000 and the authorisation of payment of invoices for the operational budget ♥ Maintains the department's asset register ♥ Manage staffing levels to ensure the clinical service is maintained at all times (includes staff annual leave, flexitime, 'on-call' recovery time, and training) ♥ Produce business cases for acquisition of services and equipment ♥ Manage the quality control of all technical analyses by ensuring adequate internal standards and participation in HPA National External Quality Assurance Scheme. (NEQAS) ♥ Produce, review, document and maintain laboratory procedures e.g. standard operating procedures and policies ♥ Produce an annual business plan for the department containing forward planning relating to service development, staffing and purchase of equipment ♥ Perform risk assessments ♥ Ensure safe working practices in accordance with health and safety regulations ♥ Devolves various aspects of responsibilities to Senior Biomedical Scientists ensuring individual development within the junior management role ♥ Calls outbreak meetings with relevant health professionals. ♥ Produces development plans for staff development ensuring expertise in all areas is maintained within the department. ♥ Alters and revises plans at short notice in order to respond to unexpected circumstances e.g. staff illness, outbreak situations resulting in unexpectedly high departmental workload ♥ Discuss business plans / staffing etc. with the directorate manager as required.
Communication	<ul style="list-style-type: none"> ♥ Speaks in person and via telephone with medical and nursing staff regarding highly complex sensitive information, e.g. which tests and types of sample are appropriate for the diagnosis of patients, and reporting urgent or unusual test results ♥ Maintains key working relationships with other departmental heads, particularly ICN's and GUM manager ♥ Uses empathy and understanding to ensure that scientific and technical terminology is fully understood

	<ul style="list-style-type: none"> ♥ Consults with colleagues and medical staff in UK hospitals and specialist reference laboratories regarding patient results, methodologies, best practice and developments ♥ Deals with empathy with enquires from wards, clinics, GP practices and patients ♥ Attends monthly management meetings as part of the senior team, reporting on issues such as, quality control, untoward incidents, staffing, and equipment ♥ Meets with the Pathology manager to discuss various issues, e.g. finances, staffing, training and quality ♥ Presents complex scientific information to groups of laboratory and medical staff.eg during induction of clinicians ♥ Escorts and explains the functions of the laboratory to individuals and groups of staff and members of the public as required ♥ Communicates verbally and electronically with suppliers of reagents and equipment regarding laboratory requirements, financial information, scientific issues and trouble shoot equipment and reagent failures ♥ Produces business plans for senior management for service improvement ♥ Produces, reviews and updates the departmental Operational Manual ♥ Communicates with other health professionals as a member of the Hospitals Infection Control Committee and the Sexual Health Strategy Group.
Managerial/Leadership	<ul style="list-style-type: none"> ♥ Operational management responsibility for the Microbiology Department which includes a satellite laboratory at the GUM Department ♥ Provides leadership to staff in a professional manner at all times. ♥ Manage staffing issues such as sickness, development and training, and disciplinary ♥ Manage staffing levels to ensure the clinical service in all areas is maintained at all times (includes staff annual leave, flexitime, 'on-call' recovery time and training) prioritising where necessary , keeping up to date records of all staff annual leave and flexitime. ♥ Responsible for the devolved budget of the department Responsible for procurement of reagents, chemicals, equipment and consumables to include sourcing suppliers, negotiations relating to costings, and scientific evaluation of alternatives ♥ Responsible for recruitment, selection and induction of new staff. ♥ Performs annual appraisal of staff ♥ Occasionally deputises for the Pathology Manager as required in common with other Chief Biomedical Scientists ♥ Is a member of the Infection Control Team, representing the interests of the Department of Microbiology and providing a lead on scientific matters ♥ Practices change management in response to clinical demand, scientific development and organisational change ♥ Responsible for business planning for the department, including the annual production of a 5 year business plan which forms part of the overall strategy for the Directorate of Pathology

	<ul style="list-style-type: none"> ♥ Participates and leads in audit and review of departmental work. ♥ Investigates all clinical and non-clinical incidents relating to the areas of ♥ Responsibility and reports to the Directorate Manager in accordance with policies and procedures ♥ Devolves responsibility for day to day management of Medical Microbiology/Immunology to Senior Biomedical Scientists to include various aspects of the above including stock control and staff supervision.
Clinical governance	<ul style="list-style-type: none"> ♥ Interprets broad occupational policies in order to develop and produce local policies and guidelines e.g. HPA policies and guidelines ♥ Introduces and implements new methodologies and equipment in line with approved protocols ♥ Produces documentation relating to change in clinical practice ♥ Responsible for writing, reviewing, checking and authorising standard operating procedures within the laboratory ♥ Investigates complaints and incidents and ensures that effective and immediate follow up actions are taken ♥ Assists in procurement and implementation of new working practices across the directorate, e.g. laboratory information system. ♥ Ensures that all analyses are performing to expected standards by monitoring internal and external quality control material, e.g. internal daily accuracy and precision checking and external comparison with peer group laboratories and reference laboratories using national external quality assurance schemes (NEQAS) ♥ Performs risk assessment analysis of all working practices within the department e.g. safe handling of Category III organisms ♥ Ensures that all manufacturers' instructions relating to use and maintenance of laboratory instruments are followed by staff ♥ Follows external regulations regarding the performance and reporting of results, e.g. National Institute for Clinical Excellence (NICE) ♥ Reports all untoward incidents to directorate manager and to other managers as appropriate ♥ Performs audits of technical methods and clinical results as required.
Systems & equipment	<ul style="list-style-type: none"> ♥ Responsible as departmental manager for all laboratory equipment and analysers within the department of Microbiology ensuring safe and accurate usage ♥ Maintains and updates the Microbiology/Immunology area of the laboratory information system, a responsibility shared with designated deputy (Senior BMS). This includes maintenance of interface, creating new tests, logic rules, reference ranges, new users, levels of access and reporting formats ♥ Utilises highly complex specialist laboratory equipment for the analysis of clinical samples ♥ Maintains and calibrates laboratory equipment for the analysis of clinical samples ♥ Troubleshoots and repairs laboratory equipment as required

	<ul style="list-style-type: none"> ♥ Evaluates equipment for use in the laboratory which may require travelling to laboratories off island ♥ Manipulates precision instruments on a daily basis, e.g. pipettes and microscopes ♥ Routinely uses computers for a variety of tasks including the laboratory information system working towards a paper-free environment ♥ Authorised signatory for agency time sheets and invoices to the value of £10,000.
<p>Decisions & judgements</p>	<ul style="list-style-type: none"> ♥ Works independently within the constraints of the Pathology business plan and the objectives of Noble’s Hospital, Manx Care and Isle of Man Government ♥ Sets the tasks for staff within the department in accordance with laboratory protocols and devolves supervisory roles to Senior Biomedical Scientists ♥ Monitors workload statistics and suggests actions to manage any changes, e.g. financial ♥ Interprets broad occupational policies in order to develop and produce local policies and guidelines e.g. HPA policies and guidelines ♥ Will be required to interpret the results of laboratory analyses and authorise final reports to clinicians using own professional judgement to decide necessity of referring reports to Consultant Microbiologist for clinical comment ♥ Makes recommendations to Consultant Microbiologist and Pathology Manager relating to service development ♥ In the absence of the Consultant Microbiologist takes responsibility for issuing clinical advice via established protocols which have been developed in partnership with the Consultant Microbiologist ♥ Monitors and trains other senior staff (Senior Biomedical Scientists, Directorate Manager) to ensure continued competence in this area. ♥ Is the local scientific expert in the field of Medical Microbiology, providing expert advice and guidance on the interpretation of clinical results and recommendations relating to further investigations to clinicians, other health professionals and outside agencies e.g. Environmental Health Officer (EHO) ♥ Decides what, if any additional investigations are required based on clinical history and test results.
<p>Confidentiality</p>	<p>In the course of your duties you may have access to confidential material about patients, members of staff or other business of Manx Care. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as gross misconduct which could result in disciplinary action being</p>

	taken against you. In the case of information held on computer systems, you may be held personally liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018.
Health & Safety	It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.
Safeguarding	The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment. Staff must work in accordance with all health and social care policies relating to safeguarding.
CARE	In Manx Care we pride ourselves on being Committed and passionate, Accountable and Reflective, Respectful and Inclusive and Excellent and Innovative. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is based on our CARE ethos.
JOB DESCRIPTION AGREEMENT	
I have read and agree with the content of this job description, and accept that the role will be reviewed annually as part of the development review process.	
Job holder's name (please print)	
Job holder's signature	Date
Line manager's name (please print)	
Line manager's signature	Date



JOB DESCRIPTION APPENDIX 1

Physical, mental & emotional demands of the job and working conditions

Chief Biomedical Scientist Microbiology/Immunology

Physical effort	<ul style="list-style-type: none"> ♥ Undertakes clinical laboratory work for approximately 25% of day time working hours, during which is exposed to the following conditions: <ul style="list-style-type: none"> ♥ the Category II laboratory environment is pleasant, air conditioned, well lit and spacious ♥ Occasionally works in the Category III laboratory a negative pressure room, all time spent in this room additional protective clothing has to be worn including gloves and face mask, for long periods of time ♥ Frequent repetitive movements are made when culturing specimens onto artificial culture media; this is a daily task occupying 5 - 10% of each day and is a skill acquired by on the job training ♥ Occasionally heavy metal bins containing infective waste are carried to the autoclave room for disposal, autoclave bins weigh up to 10 kilos ♥ When working with anaerobic organisms in the Anaerobic Workstation (an item of laboratory equipment which provides a warm, moist atmosphere with no oxygen) it is necessary to insert his/her arms into the workstation for periods of up to 45 minutes at a time. The activities undertaken involve the jobholder being held in a 'stocks' type of position, unable to sit or walk. The environment is uncomfortable due to the temperature and moisture. There is a considerable amount of stretching (twice a week) ♥ Repetitive Keyboard movements when inputting information into laboratory information System. (Daily activity, can occupy 20% - 30% of the day) ♥ Occasional moderate effort when performing routine maintenance on laboratory analysers and equipment ♥ Repetitive movements are made when pipetting specimens onto slides and micro titre plates, this is a skill acquired by on the job training ♥ Required to lift and empty boxes of supplies weight up to 20kg ♥ The greater part of the working day is spent undertaking managerial functions which predominantly involve working with a PC, restricted to sitting in one position and making repetitive keyboard movements for approximately 50% of the day ♥ During the provision of the 'out-of-hours' service, processing of samples from one patient may involve
-----------------	---

	<p>working in up to 4 different departments within the Directorate of Pathology, necessitating walking from one area to another and up and down stairs 20 – 30 times each period of duty</p> <ul style="list-style-type: none"> ♥ Staying awake and alert for periods of time of up to 24 hours during the delivery of the 'out-of-hours' service.
Mental effort	<ul style="list-style-type: none"> ♥ High level of concentration is required for large parts of the day when validating reports, interpreting results and inputting these results into the computer (50% of working day) ♥ High level of concentration is required when undertaking microscopy. (5% of working day) ♥ There are frequent interruptions, from telephone calls from hospital and community staff who require results or advice ♥ There are frequent interruptions from staff from within the directorate, particularly ICN's, work often has to be abandoned and returned to later. (Several times each day) ♥ Occasionally interruptions take the form of urgent specimens which have to be processed immediately, work may have to be abandoned and returned to later following completion of this task (once a day) ♥ Concentration is required when producing reports, business plans, SOP's etc. This is ongoing process and forms part of most days. ♥ Concentration required for processing samples and interpreting results during long periods of duty related to the provision of the 'out-of-hours' service when it is necessary to remain awake and alert.
Emotional effort	<ul style="list-style-type: none"> ♥ Inputs distressing clinical details into computer relating to patient illness, including terminal disease, abuse of children and that relating to permanent disability. (daily) ♥ Undertakes examination of cerebrospinal fluid in the diagnosis of meningitis, often this is related to young children, occasionally neonates. Communication of results to ward staff is often highly emotional as staff base the prognosis of the patient on the results which are conveyed. (Occasionally 2 -3 times each year) ♥ May have to convey distressing results to other staff members, clinicians and nurses ♥ Deals with staff issues which may be upsetting 3 -4 times per annum.
Working conditions	<ul style="list-style-type: none"> ♥ Daily processes faeces, sputum, blood, bodily fluids and swabs for the purpose of bacterial isolation ♥ Daily handles hazardous chemicals and reagents in the process of specialised microbiological investigations e.g. Acids, solvents, carcinogens, flammable gases ♥ Daily exposed to unavoidable unpleasant smells as a routine part of the working day. Microorganisms produce volatile fatty acids as a product of their metabolism; these chemicals are the cause of the smell which is associated with faeces. The post holder is exposed to such unpleasant smells as a routine part of their working day ♥ Hazardous bacterial isolates are multiplied as a routine in microbiology, high risk isolates (Category III) may be encountered in an environment which is not equipped for such isolates

	<p>(Category II laboratory) as it is impossible to predict the infectious content of samples</p> <ul style="list-style-type: none"> ♥ Occasionally receives fleas, lice and enteric parasites for identification purposes ♥ Works alone for periods of up to 15 hours 45 minutes following a full day on duty in Microbiology with no provision for relief to ensure meal breaks when undertaking multidisciplinary on-call. There is an additional one hour meal break prior to the commencement of the session ♥ Required to remain in hospital premises during provision of 'out-of-hours' service.
<p>Agreement of above description</p> <p>I have read and agree with the content of this job description, and accept that the role will be reviewed annually as part of the development review process.</p> <p>Job holder's name (please print)</p> <p>Job holder's signature</p> <p>Line manager's name (please print)</p> <p>Line manager's signature</p>	<p>Date</p> <p>Date</p>



Person Specification

Chief Biomedical Scientist Microbiology/Immunology

Criteria for selection	Essential requirements	Desirable requirements	Method of assessment
Qualifications	<ul style="list-style-type: none"> ♥ BSc (Hons) Biomedical Science ♥ Registration with HCPC ♥ FIBMS/ MSc Biomedical Science/Higher Specialist Diploma (HSD) ♥ Chartered Scientist ♥ Certificate in Management Studies or NVQ level 3 in management 	<ul style="list-style-type: none"> ♥ Evidence of extended practice e.g. IBMS Quality Assurance 	<ul style="list-style-type: none"> ♥ Pre-employment checks ♥ CV
Knowledge & Experience	<ul style="list-style-type: none"> ♥ Substantive experience as a senior BMS 	<ul style="list-style-type: none"> ♥ Knowledge of a specialist area e.g. Infection Control 	<ul style="list-style-type: none"> ♥ Portfolio ♥ CV
Skills & Abilities	<ul style="list-style-type: none"> ♥ Scientific & Technical skills associated with registered BMS 		<ul style="list-style-type: none"> ♥ CV
Personal Attributes	<ul style="list-style-type: none"> ♥ Good interpersonal skills ♥ Good communication skills ♥ Team Player ♥ Honesty and integrity 		<ul style="list-style-type: none"> ♥ Interview ♥ CV
Other Relevant Requirements	<ul style="list-style-type: none"> ♥ Evidence of Continuing Professional Development ♥ Satisfactory Police Check 	<ul style="list-style-type: none"> ♥ Isle of Man Worker 	<ul style="list-style-type: none"> ♥ Portfolio ♥ Pre-employment Checks

