

# Clinical Scientist - Section Head (Band 8a)

Recruitment Profile - This is a summary of the Job Description and Person Specification

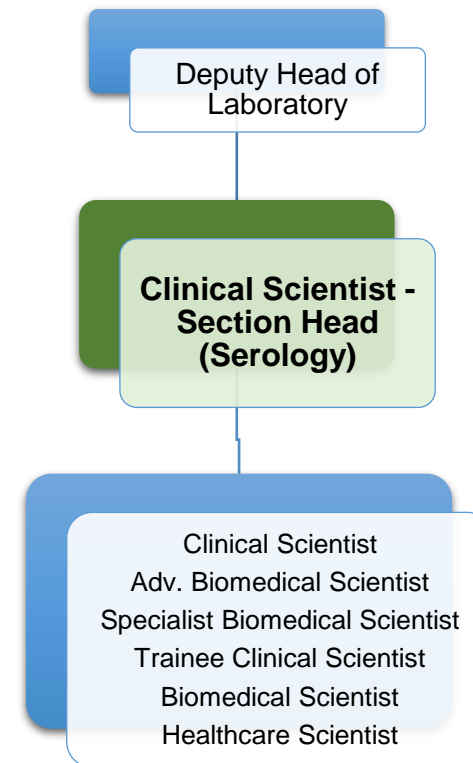
## About the Role

In this role you will be a leading participant in research and development activities. Your responsibilities will include:

- Being highly specialised in transplant and/or transfusion related knowledge and scope of practice.
- Contributing to a clinical laboratory service; performing, analysing, interpreting, documenting, and reporting routine and specialist/complex investigations.
- Providing services for solid organ and stem cell transplantation for hospitals served by the Birmingham Blood Centre.
- Communicating highly complex information, including technical and scientific analysis, verbally, in writing and electronically.
- Managing the activities of a discrete section of the laboratory.
- Providing specialist advice to clinicians and other stakeholders.
- Being responsible for the standard of work in the team.

*You will be required to provide cover during operational emergencies.*

## Organisation Structure



## About Us

*Our three core principles are critical to our service, guiding everything we do and inspiring us to be the best.*

- We **care** about our donors, their families, the patients we serve, and our people.
- We are **expert** at meeting the needs of those who use our service and those who operate it.
- We provide **quality** products, services and experiences for donors, patients, and colleagues.

**About You** - This section details the personal attributes we require for this role. You will need to demonstrate these throughout the recruitment process.

### Behaviours and Values

- **Communicating** – Friendly and approachable, able to relate to staff, donors and patients from all backgrounds, promoting NHSBT positively.
- **Collaborating** – Know the importance of your own behaviour and body language when communicating and working with others.
- **Leading** – Professional in matters of confidentiality, security, integrity, honesty, performance, attendance, and appearance
- **Customer focused** – Demonstrate and promote high standards of quality customer care to both internal and external customers.
- **Performing** – Able to use and act on feedback from others on your performance and behaviour to increase your own self-awareness.
- **Innovating** – Consider, suggest and be open to alternative ways of working to make continuous improvements

### Skills and Abilities

- Be highly articulate and credible, consistently influencing and delivering inspiring, engaging, and meaningful information regarding future direction
- Build collaborative relationships and solve issues by engaging the right people at the right time
- Lead the team, accepting responsibility for achievement of business objectives and creating a shared sense of ownership for service delivery
- Engage widely with customers to seek input into setting strategic objectives and identifying new ideas and improved ways of working
- Demonstrate strong leadership, influence, and accountability for the achievement of results
- Recognise when change is required and demonstrate personal ownership for pursuing, communicating, and implementing the change, whilst minimising the motivational impact on others

### Experience and Knowledge

- Extensive experience in working in a diagnostic/testing laboratory.
- In depth knowledge of transfusion/transplantation science.
- Extensive experience in relevant transplantation/transfusion specialism.
- In depth understanding of relevant policies, standards and guidelines, e.g. Good Manufacturing Practice, Good Laboratory Practice, Clinical Pathology Accreditation, UKBTS and BCSH and other relevant or statutory guidelines.
- Leadership and management experience.
- Experience of working with Information Technology using Microsoft Office packages (Word, Excel and PowerPoint).

### Qualifications and Training

- MSc in transfusion/transplantation or relevant science. **OR** equivalent specialist knowledge gained by examination of a professional body.
- Health and Care Professional Council (HCPC) registered Clinical Scientist (which must be maintained).
- Completion of a formal post-graduate training programme or alternative training together with extensive experience.
- Basic management qualification or short courses.
- Evidence of continuous learning and professional development.