

Biomedical Scientist (Band 5)

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



Blood and Transplant

About the Job

- You will be required to follow Standard Operating Procedures to undertake tasks with precision, use automated equipment to test, perform, analyse, record and interpret results for wide range of laboratory investigations, technical procedures and reagent preparation, relating to the issue of blood and tissue products, with the support of the team.
- You will be responsible for the support and training of new and less experienced staff
- You will be required to handle blood and tissue samples and operate a range of laboratory analysers and equipment.
- Manual Handling of stock and equipment up to 20kg with appropriate training, equipment maintenance, stock control in ambient fridge and freezer storage areas, as well as general laboratory cleaning.
- You will be required to work the rota specified which may include variable hours and days, weekends and public/bank holidays.

About Us

Our **Core Purpose** is to save and improve lives while demonstrating our values every step of the way

Our **ambition** is to be the best organisation of our type in the world by living our **values** every day

Our **Core Values** are: **Caring** about our donors, their families, our staff and the patients we serve; Being **Expert** in meeting the needs of our external and internal customers and partners; Providing **Quality** products, services and experiences for donors, staff and patients

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

Experience and Knowledge

- Experience of the use of a range of laboratory analysers and equipment
- Experience in a range of scientific techniques
- Experience of working with Information Technology

Skills and Abilities

- Communicate succinctly, both verbally and in writing, using appropriate styles, methods and timing, in order to engage and influence others .
- Be an effective team member who is able to relate to colleagues at all levels across our large multi-site organisation with tact and diplomacy
- Recognise your own job role boundaries / limits of practice and know when to ask for guidance
- Follow written instructions and ensure the services you provide are in line with standard processes and good practice, showing attention to detail
- Prioritise own workload and take responsibility for delivering results within agreed timescales and standards with changing priorities and pressures
- Use initiative to look out for issues at work, acting quickly and calmly to focus on finding a solution

Qualifications and Training

- Health and Care Professions Council (HCPC) registered Biomedical Scientist
- Evidence of continuous learning and professional development
- Willingness to undertake further training and development

BMS Specialist (Band 6)

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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

Experience and Knowledge

- Broad science knowledge with a specialist knowledge in transfusion / transplantation science gained through previous experience working as a Biomedical Scientist
- Experience in specialised laboratory techniques using a wide range of complex equipment
- Experience in prioritising and issuing work to other staff and monitoring progress to ensure deadlines are met
- Understanding of UK Accreditation Service (UKAS), Good Manufacturing Practice (GMP), UK Blood Transfusion Service (UKBTS) and British Committee for Standards in Haematology (BCSH) guidelines
- Experience of working with Information Technology
- Experience of writing reports, preparing and delivering presentations and training and mentoring staff

Skills and Abilities

- Communicate succinctly, clearly and accurately in plain simple English, both verbally and in writing
- Be confident and authoritative within your field of expertise to build respect with your team, colleagues and customers
- Recognise your own job role boundaries / limits of practice and know when to ask for guidance
- Follow written instructions and ensure the services you provide are in line with standard processes and good practice, showing attention to detail
- Organise and prioritise own and workload of others, taking responsibility for delivering results within agreed timescales and standards within an environment of changing priorities and pressures
- Recognise when change is required and demonstrate personal ownership for pursuing, communicating and implementing the change, whilst minimising the motivational impact on others

Qualifications and Training

- Health and Care Professions Council (HCPC) registered Biomedical Scientist
- Science graduate with relevant post graduate training eg British Blood Transfusion Society specialist certificate, British Society for Histocompatibility and Immunogenetics Diploma or equivalent experience
- Evidence of continuous learning and professional development
- Willingness to undertake further training and development