

**Advanced Biomedical Scientist- Histopathology (Immunohistochemistry lead) - SYB Pathology
(Band 7)
Person Specification**

| Criteria | | Essential | Desirable | Measured By |
|-------------------------------------|---|-----------|-----------|------------------------|
| Education and Qualifications | HCPC registered. | ✓ | | Application |
| | MSc or IBMS Higher Specialist Diploma (Histopathology) or relevant level 7 Apprenticeship | ✓ | | Application |
| | IBMS Specialist Diploma Histopathology or equivalent. | ✓ | | Application |
| | Evidence of continual professional development | ✓ | | Application |
| | Diploma of Expert Practise in Immunocytochemistry | | ✓ | Application |
| | Further Management training. | | ✓ | Application |
| Experience | Extensive experience in a UKAS accredited clinical Histopathology Laboratory. | ✓ | | Application |
| | Recent and relevant immunohistochemistry knowledge and experience | ✓ | | Application /Interview |
| | Recent and relevant experience and/ or knowledge of core Histopathological laboratory techniques. | ✓ | | Application /Interview |
| | Involvement in managing staff and workload. | ✓ | | Interview |
| | Experience in Audit procedures. | ✓ | | Interview |
| | Experience with a wide range of Histopathology Diagnostic techniques | ✓ | | Application /Interview |
| | Experience in application and monitoring of UKAS standards. | | ✓ | Application |
| | Experience in demonstrating leadership qualities | | ✓ | Application /Interview |

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|--------------------------------------|---|-----------|-----------|------------------------|
| Skills and Knowledge | Good IT skills (e.g. Microsoft Office, QPulse, LIMS etc) | ✓ | | Application |
| | Ability to Lead a Team | ✓ | | Application /Interview |
| | Effective Communication skills, written and oral | ✓ | | Application/ Interview |
| | Evidence of effective time management skills and with a methodical approach | ✓ | | Interview/ skill |
| | Ability to motivate oneself and other staff | ✓ | | skill |
| | Ability to deliver new services | | ✓ | skill |
| | Further Management training. | | ✓ | skill |
| Personal Qualities | Commitment to complete and maintain Mandatory training and required laboratory competences | ✓ | | Interview |
| | Ability to plan, prioritise and allocate work and work under pressure. | ✓ | | Application /Interview |
| | Ability to work individually and as part of a team | ✓ | | Interview |
| | Prepared to work flexibly including participation in weekend and evening work and out of hours rota as required | ✓ | | interview |
| | Commitment to Providing 8am-8pm service and weekend out-of- hours work. | | | |
| Values and Behaviours (PROUD) | Patients first - Understanding of how laboratory services are part of the patient pathway and impact on patient care | ✓ | | Application/ Interview |
| | Respectful – Developed interpersonal skills and ability to communicate at all levels | ✓ | | Application/ Interview |
| | Ownership – Understand the need to accept responsibility for own actions and ensure accuracy and attention to detail | ✓ | | Application/ Interview |

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|----------|---|-----------|-----------|---------------------------|
| | Unity – Ability to work as part of a team | ✓ | | Application/ Interview |
| | Delivery – Ability to deliver new services | ✓ | | Application/ Interview |