



UNION JOB DESCRIPTION

JD621

JOB TITLE:	Technical Specialist, Anatomical Pathology	JOB DESCRIPTION NO.:	60422
CLASSIFICATION:	Medical Laboratory Technologist P2BS - Specialist	GRID/PAY LEVEL:	H-D-P2S
COLLECTIVE AGREEMENT:	Health Science Professionals	HSCIS NO.:	32803
UNION:	HSA	JOB/CLASS CODE:	32803
PROGRAM/DEPARTMENT:	Laboratory Medicine	BENCHMARKS (If Applicable):	
REPORTING TO:	Technical Coordinator		
FACILITY/SITE:	Royal Jubilee Hospital; Nanaimo Regional General Hospital; North Island Hospital (Comox Valley Campus)		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health), patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Servicing a multi-site operation and under the direction of and reporting to the Technical Coordinator, the Technical Specialist assists with strategic planning and goal setting; implementing standardized policies and procedures and ensuring adherence to quality assurance programs and protocols; and evaluates, educates and teaches Medical Laboratory staff and others.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Acts as a resource, supporting decision making and problem solving. Plans strategically to achieve goals, and participates in the development of programs, services and initiatives as assigned.
2. Implements and undertakes continuous process reviews to improve efficiency and effectiveness; and implements and maintains quality assurance programs and protocols and standardized policies and procedures as assigned and directed. Maintains policy and procedure manuals, including researching, compiling, developing and distributing technical information as assigned and directed.
3. Provides expertise and advice to Medical Laboratory staff and others by evaluating competencies, identifying areas for improvement, accessing and delivering education, teaching and consulting with staff, and providing advice and support for practice issues.
4. Initiates, develops and delivers educational programs and acts as an educational resource for laboratory staff and other members of the health care team.
5. Assesses needs and resources required for introduction of new programs and procedures by developing and supporting plans for the implementation, maintenance and monitoring of these programs, including assisting with supply and capital budgetary management areas impacted as assigned.
6. Organizes, researches and recommends capital purchases and service contracts, including coordinating evaluations and performing cost benefit analysis as assigned.
7. Participates in development and delivery of orientation and training programs to ensure technical competency of staff and students as required or assigned.

8. Demonstrates personal initiative in maintaining professional currency with and awareness of relevant advances and changes and the effect on routine, additional and special procedures performed in the Medical Laboratory and participates in relevant educational activities as required by the employer.

9. Performs other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

Successful completion of recognized competency assessment exam and registration in the relevant field(s) of practice in accordance with the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) pathways, or certification with the Canadian Society for Medical Laboratory Science (CSMLS). Bachelor of Science degree in a health related discipline; knowledge of integrated computerized clinical laboratory information systems, such as CERNER; knowledge of clinical laboratory best practice principles, procedures, protocols and equipment for designated medical discipline; and three (3) years recent, related experience in a senior or administrative capacity in a clinical laboratory, or an equivalent combination of education, training and experience. Valid BC Driver's License.

Skills And Abilities

- Demonstrated ability to plan strategically, organize and implement programs, procedures and processes.
- Demonstrated ability to coach and mentor.
- Demonstrated ability to perform method development, evaluations and cost benefit analyses.
- Demonstrated ability to perform comprehensive testing of clinical laboratory procedures and systems.
- Demonstrated ability to communicate effectively, both verbally and in writing.
- Ability to work independently, as part of a team, and to deal effectively with others.
- Ability to establish and maintain effective working relationships, both internally and externally.
- Ability to teach, provide orientation, conduct presentations.
- Demonstrated knowledge of and ability to implement effective problem-solving processes.
- Ability to operate related equipment, including a variety of computer software applications such as Word, Excel, PowerPoint and Visio.
- Ability to demonstrate sound professional judgement, leadership and team building skills.
- Ability to operate related equipment.
- Ability to secure facts through investigation, information gathering and documentation.
- Ability to prepare concise and accurate written reports and document procedures and processes for manuals.
- Physical ability to perform the duties of the position