

Pre-Registration Scientist (Genetics)

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics.

Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2016/17). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients. In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.

GOSH employs

4,122

hospital staff, including doctors, dietitians, nurses, physiotherapists, psychologists and speech and language therapists.



The UK's widest range of health services for children on one site.



The hospital has more than
283,000
patient visits every year.



GOSH has 19 nationally commissioned services for rare diseases, the largest number in any NHS trust.

Job title	Pre-Registration Scientist (Genetics)
Directorate	North Thames Genomic Laboratory Hub
Band	6
Responsible to	Designated Principal/Senior Clinical Scientist
Accountable to	Head of Service
Type of contract	Permanent
Hours per week	37.5
Location	Rare & Inherited Disease Laboratory
Budgetary responsibility	N/A
Manages	N/A

Trust Values and Expected Behaviours

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:

- Always Welcoming
- Always Helpful
- Always Expert
- Always One Team

Each value is underpinned by behavioural standards and employees will be expected to display these behaviours at all times.

You can find a full copy of Our Always Values on our intranet.



Scope of the role

As part of NHS England's strategy to establish a national genomics medicine service, building on the 100,000 Genomes Project, which will ensure the NHS fully benefits from advances in genomics, NHSE has commissioned 7 genomic laboratory hubs (GLHs) as part of a national network. The Genomic Medicine Service:

- Addresses variations in genetic testing quality and access across the country
- Enhance the quality of information e.g. the cost and type of tests performed
- Broaden understanding of the causes of disease and the effectiveness of interventions

The London North GLH provides all core Rare Disease and Cancer testing for this area as well as some specialist Rare Disease testing at a sub-national level. Clinicians will be able to order tests via a national test directory and a national Informatics system will support the process from ordering through to reporting. The London North GLH is a partnership between a number of Trusts across North London. Led by Great Ormond Street NHS Foundation Trust the partners include Barts Health, Imperial College Hospital and its partner laboratory North West London Pathology, the Royal Marsden Hospital, UCLH NHS Foundation Trust and the Royal Free Hospital with its partner laboratory Health Services Laboratory, and the Royal National Orthopaedic Hospital.

This hub is led by the Chief Operating Officer, Medical Director and Scientific Director who oversee a management team. One of the objectives for the new Genomic Medicine Service is to streamline laboratory services, consolidating to enable delivery of high throughput testing to drive efficiencies. As such we will be looking to centralise laboratory services. Thus the Hub includes two main laboratories, one for rare disease based at Great Ormond Street NHS Foundation Trust and one for cancer based at the Royal Marsden, with some specialist testing being conducted in partner organisation laboratories.

Based at the Rare & Inherited Disease Laboratory at Great Ormond Street NHS Foundation Trust the post holder is required to provide a narrow range of scientific work, most of which is predictable in nature but not necessarily in outcome, with some autonomy but with ultimate responsibility for their quality being vested in a Clinical Scientists at a higher level. The post holder must have a sound knowledge of clinical genetics / genomics and should undertake to acquire the knowledge and skills required to develop a portfolio for assessment and obtain clinical scientist registration.

Compliance with UKAS ISO15189 standards is required, along with ensuring that the laboratory tests and reports are completed within target reporting times for the area of service to which they contribute. The required to undertake continuing professional development activities to keep up to date.

Key working relationships

Internal:

Administrative team

Laboratory Technologists

Clinical Scientists (Molecular and Cytogenetic)

Principal Clinical Scientists (Molecular and Cytogenetic)

Genetics Service Manager

Head of Service (Molecular Genetics)

Head of Service (Cytogenetics)

Clinical Genetics Consultants

Clinical Genetics Counsellors

Consultants from Specialty relevant to disease responsibility (e.g. Immunology, Metabolic Medicine)

Pathology Scientists relevant to disease responsibility ((e.g. Immunology, Biochemistry

External:

Clinical scientists from UK Genetics Centres

Clinical Genetics Consultants and Counsellors from UK Regional Genetics Centres

Consultants from Specialty relevant to disease responsibility from around the UK and Internationally

Main duties and responsibilities

General

1. To follow established procedures and protocols
2. Comply with health and safety policies
3. Comply with corporate and professional codes of conduct
4. Assist in quality assurance procedures
5. Assist in training of new staff or visitors
6. To prepare and to assist in the maintenance and review of operating policies
7. Attend training courses as required
8. Assist in regular audit
9. To undertake an appropriate proportion of the total workload of the department and other duties appropriate to the grade of the post and within appropriate time limits.
10. To participate in the personal development review (PDR) process and to work towards the personal development plan (PDP) generated during appraisal.
11. To be aware of when to seek further advice or refer issues arising to Senior Staff.

Scientific and technical

1. Under supervision, to generate and interpret results, to calculate risks where necessary, and to produce clear and concise patient reports adhering to agreed templates and sample turnaround times as directed by the Head of Service.
2. To provide assistance and appropriate cover in the receipt and appropriate preparation of specimens prior to DNA or Chromosome analysis.
3. To prepare and maintain reagents and to participate in the general care of equipment.
4. To maintain an accurate record of the work undertaken, including both manual and computerised records.
5. Maintain and develop appropriate competency and expertise in scientific and technical areas.
6. Participate in research and development projects as required.

Training and development

1. To participate in staff rotation through all laboratory sections (relevant to discipline) to achieve experience and to assist in the full range of procedures and services.
2. To participate in the training and supervision of other members of staff and visitors
3. To participate in meetings with other members of staff, clinicians and staff from other scientific disciplines as required including an annual appraisal.
4. To present data and participate in departmental and professional meetings.
5. To participate in training programmes as required including an annual appraisal.
6. To maintain a personal record of all training and development in accordance with requirements of state registration
7. To participate in the personal development review (PDR) process and to work towards the personal development plan (PDP) generated during appraisal.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

Safeguarding

All Trust staff have a responsibility for safeguarding children, young people and vulnerable adults which includes;

- an understanding of relevant Trust Policies
- ensuring that any safeguarding and child protection or vulnerable adults' concerns are both recognised and acted on appropriately
- Attendance at mandatory safeguarding children & adults training and updates at the competency level appropriate to their role and in accordance with the Trust's safeguarding training guidance.

Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

Risk Management

You will be required to ensure that you implement systems and procedures at a local level to fulfil the requirements of the organisation's Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

Emergency Planning

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

Human Rights

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

Sustainable Development

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

PERSON SPECIFICATION

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview

Essential: **E** Desirable: **D**

Our Always Values

E	Always welcoming – positive, polite, prompt, responsive
E	Always helpful – respectful, supportive, approachable; caring
E	Always expert – Up-to-date knowledge , strive to provide a quality service, proactive
E	Always one team – informative, mindful, appreciative, open, honest

Skills and Abilities

E	Skilled in the use of routine molecular genetics and/or cytogenetic techniques
E	Able to write protocols
E	Able to write routine and complex reports under supervision
E	Able to establish and validate new techniques / tests including ability to troubleshoot. Willing to adapt to changes in methodology
E	Computer literate, including use of DNA/Genetic databases, analytical software, variant classification
E	Able to communicate effectively both verbally and in writing (by email and by appropriate documentation)
D	Skilled in karyotype analysis of G banded chromosomes and of FISH analysis OR Skilled in Next Generation Sequencing / Sanger Sequencing analysis

Education, Training and Qualifications

E	1st or 2nd class Degree in Molecular Biology, Genetics, Biochemistry or related subject
E	ACGS Certificate of Competence or appropriate Postgraduate Degree & relevant experience
E	Working towards clinical scientist registration

Knowledge & Experience

E	Postgraduate experience in a molecular genetics or cytogenetics laboratory
E	Track record of scientific Publications/presentations
E	Awareness of structural chromosome rearrangements and segregation, cytogenetics analytical methods and clinical applications OR Awareness of molecular variant classification in accordance with ACGS guidance and their application for all modes of inheritance
D	Experience in a UKAS ISO15189 accredited genetics diagnostic laboratory
D	Experience with laboratory information and quality management systems