

Senior Genetic Technologist (Molecular Team)

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	Senior Genetic Technologist (Molecular Team)
Directorate	North Thames Genomic Laboratory Hub
Band	6
Responsible to	Lead Genetic Technologist
Accountable to	Head of Service
Type of contract	Permanent
Hours per week	37.5
Location	Rare & Inherited Disease Laboratory
Budgetary responsibility	N/A
Manages	Genetic Technologists, Assistant Genetic Technologists

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

Reporting to the Lead Genetic Technologist, the post holder is responsible for a designated proportion of the molecular genetic technical service. This requires considerable technical expertise for the designated technologies along with ability to develop, maintain and troubleshoot as needed. The post holder manages the technical staff in their team ensuring competency and delegating duties as appropriate to ensure maximum efficiency. The Post Holder is also responsible for training all staff in the activities of this part of the service, for the continual development of the service, quality assurance and monitoring of activity. The post requires excellent organisational skills and liaison with laboratory staff.

Key working relationships

Internal:

Lead Genetic Technologist
Genetic Technologists of all grades
Head of Service (Cytogenetics)
Head of Service (Molecular Genetics)
Clinical Scientists (Molecular and Cytogenetic) at all levels
Genetics Service Manager
Quality Manager

External:

Supplier Representatives
Engineers

Main duties and responsibilities

General

1. To follow established procedures and assist in the maintenance, preparation and review of operating policies
2. Comply with health and safety policies
3. Assist in quality assurance procedures
4. Assist in training of new staff or visitors
5. Be flexible to changes in methodology, automation, and data management with respect to sample preparation and analysis
6. Attend training and Management courses as required
7. To participate in the personal development review (PDR) process and to work towards the personal development plan (PDP) generated during appraisal.

Management

1. Organise workload and staff rotas within their designated team, arranging cross-support for other teams as required.
2. Supervision and management of all designated technologists for which the post holder has line management responsibility.
3. Participate in the organisation of technologist and assistant technologist rotation
4. Dealing with engineers over service and repair of equipment
5. Responsibility for stock control and ordering for designated processes, delegating as appropriate.
6. Personal Development Review of technical / laboratory assistant staff

7. Management of staff leave to ensure cover of service
8. Interview and selection of technical staff
9. Preparation & update of laboratory protocols in accordance with ISO 15189:2012 standards, delegating as appropriate
10. Oversee and maintain competency training programme for designated technical activities
11. Training of technologists, Clinical Scientists, visitors
12. Significant contribution to development, implementation & training of molecular modules.
13. Feedback to Lead Technologist regarding activity, personnel & logistical issues

Technical Oversight

1. Management of dedicated area(s) of the technical service including one or more of the following, delegating as appropriate to ensure an effective service:
 - Next Generation Sequencing including panel, exomes and NIPD (manual & automated)
 - Sanger sequencing (manual & automated)
 - Targeted testing by fragment analysis including a range of kit-based assays
 - Quantitative analysis including MLPA, QF-PCR, qPCR,
 - CF Second line newborn screening
 - Tumour testing for germline predisposition to inherited colorectal cancer
- For each area, the post holder has responsibility to ensure staff cover, timely set up and analysis and basic report generation.
2. Operational experience of automated genetic analysers and robotic sample handling
 3. Monitoring of results and early identification of any diminished performance of technical assays
 4. Molecular testing, analysis and basic report generation as required.
 5. Assessment and verification of new equipment

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	Practical; numerate; basic computer skills; follows verbal and written instructions.
E	Able to communicate orally and in writing effectively
E	Good organisational skills and Time Management
E	Able to support the validation of new techniques / tests including ability to troubleshoot. Willing to adapt to changes in methodology
E	Computer literate
E	Able to contribute to the continuous improvement in the quality of the service provided.

Education, Training and Qualifications

E	Degree in a Scientific subject or equivalent qualification
E	Evidence of participation in CPD
D	Registration with the Academy for Healthcare Science or equivalent

Knowledge & Experience

E	Previous genetics laboratory experience
E	Experience and demonstrated expertise in molecular analytical techniques
E	Evidence of supervising/training other staff
E	Experience with laboratory information and quality management systems, UKAS compliance
E	Sound knowledge of Health & Safety
D	Demonstrated capability to effectively manage other staff