JOB **DESCRIPTION**

NHS Great Ormond Street Hospital for Children NHS Foundation Trust

Senior Clinical Scientist (Cytogenetics)

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.

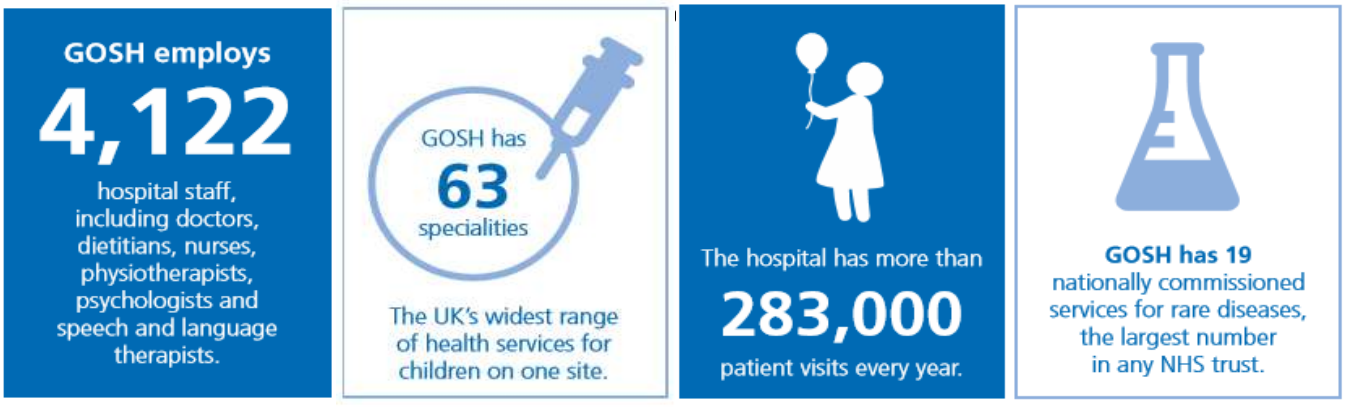
Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics.

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.



Job title	Senior Clinical Scientist (Cytogenetics)
Directorate	North Thames Genomic Laboratory Hub
Band	8a
Responsible to	Head of Service (Cytogenetics)
Accountable to	Director of Regional Genetics Laboratory
Type of contract	Permanent
Hours per week	37.5
Location	Rare & Inherited Disease Laboratory
Budgetary responsibility	N/A
Manages	Direct Management Regional Cytogenetic Clinical Scientists

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

The postholder is required to deliver with minimum supervision a range of work demanding skilled performance including service developments.

The postholder will assume responsibility for the day to day running of a team including ensuring UKAS compliance, training within the team, and maintenance of the Q-Pulse documentation, development and expansion of the area of work and ensuring that laboratory tests, reports and other processes are completed within the target timescales.

The postholder must have a sound knowledge of Clinical Cytogenetics and is required to undertake continual professional development activities.

Key working relationships

Internal:

Head of Service (Cytogenetics)
Consultant Clinical Geneticists
Clinical Scientists & Technologists
Bioinformaticians
Translational and Research Scientists
Laboratory Medicine

External:

Referring Clinicians national & international
Regional Genetics Centres / Laboratories
Researchers ICH and nationally
UKNEQAS, CEQAS
Suppliers, Engineers

Main duties and responsibilities

1. Responsibility for the day-to-day running of a designated area of the cytogenetics service.
2. To take part in preparation for UKAS ISO15189 inspections and maintenance of accreditation including participating in maintenance and review of operating policies and procedures and participation in audits.
3. To participate in a culture of critical appraisal of service delivery to ensure that the quality of service provided continuously improves.
4. 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.
5. To be aware of when to seek further advice or refer issues to the Head of Service.

Communication and Relationships

1. To be responsible for the writing and authorisation of normal, abnormal and complex genetic reports.
2. To write concise, interpretive reports of specialist cytogenetic findings with reference to the scientific literature where appropriate for the benefit of patient care. Reports to be written in the knowledge that they need to be understood by other professionals and may be seen by patients.
3. As a registered Clinical Scientist, apply the knowledge and skills required of a Clinical Cytogeneticist including the analysis, interpretation and reporting of chromosome findings in order to provide a reliable and high quality clinical cytogenetics service, with minimum supervision.
4. To supply a high level of experience and expertise in cytogenetics including direct clinical liaison with service users where appropriate.

5. To liaise with referring centres, clinicians and staff from other laboratories concerning the suitability and appropriateness of tests offered by the department for a particular referral and the samples required for that test.
6. To inform the Head of Service of any adverse or difficult circumstances that may affect case management, results or reporting within the cytogenetics section.
7. To provide supervision and advice to scientific and technical staff booking in samples regarding appropriate cytogenetic tests or combination of tests for particular referral reasons.
8. To provide supervision and trouble-shooting advice to technical staff regarding the processing of cytogenetic samples.

Planning and Organisation

1. Together with the Head of Service, to be responsible for the management and day to day organisation of a designated area of Cytogenetics including supervision of clinical scientists and genetic technologists for the delivery of a reliable, competitive, efficient, cost effective and high quality clinical cytogenetic diagnostic service.
2. To work closely and effectively with departmental colleagues (cytogenetics, molecular genetics and clinical genetics) towards the delivery of a reliable, competitive, efficient, cost effective and high quality clinical genetic diagnostic service.
3. To provide cross-cover and support other sections of the genetics laboratory service as required.
4. To ensure, for the designated area of Cytogenetics, that cover is provided for staff absence and for weekend or public holidays as required.
5. To work under pressure and maintain a high level of attention to detail and resourcefulness at all times to ensure the delivery of the service in a diagnostic patient-centred working environment.

Knowledge, Training and Experience

1. To interpret and apply the correct international standard nomenclature to the description of cytogenetic test results from analysed samples by one or more methods.
2. To check analyses carried out by other members of staff (including staff in training) to ensure compliance with the required standards for analysis and to ensure that other studies have been performed where appropriate and that the interpretation is correct.
3. To act as a trainer for Trainee Clinical Scientists as part of their formal postgraduate programme, including the planning of training, direct supervision of training and production of appropriate training materials.
4. To provide supervision of pre-registration clinical scientists.
5. To take part in the training of technical staff and other healthcare professionals where appropriate e.g. through lecture programmes or informal site visits.
6. To develop and record an active programme of continuous professional development (CPD) and maintain registration with the appropriate professional body (HealthCare Professions Council).
7. To demonstrate evidence of further training, experience and a commitment to Royal College of Pathologists Fellowship if not already awarded.
8. To undertake additional responsibilities as directed by the Head of Service, e.g. Audit co-ordinator.

Policies

1. To be responsible for the implementation of relevant policies and procedures according to laboratory documentation and for the review and revision of standard operating procedures as required.
2. To be a member of the Quality Management Team consistent with ISO15189 standards.
3. To be responsible for the health and safety of all staff working in cytogenetics in conjunction with the Laboratory Health and Safety Officer and Head of Service.
4. To promote a safe and efficient working environment for all technical staff by ensuring that laboratory protocols and standards are adhered to.
5. To ensure all documentation relevant to the designated area of cytogenetics is up to date and complete including the reporting of adverse incidents.
6. To conduct all activity in accordance with GOSH NHS Trust and departmental standard operating procedures, professional guidelines, professional standards and legislative requirements.

Human Resources

1. To be responsible for managing staff attendance and performance as appropriate.
2. To conduct personal development reviews and oversee personal development plans for designated staff.
3. To be responsible for the selection, interview and induction of new members of staff as appropriate.

Financial and Physical Resources

1. To be responsible for the evaluation and purchase of appropriate reagents for the section.

Translational Research and Development

1. Work with the Laboratory Director, Heads of Service, clinical colleagues and senior clinical scientists to implement an effective translational R&D strategy for cytogenetics

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**

Great Ormond Street Hospital for Children NHS Foundation Trust

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

Education, Training and Qualifications

E	1st or 2nd class honours degree in a relevant biological subject
E	State Registered Clinical Scientist (HCPC)
E	Postgraduate Certificate of Competence in Clinical Cytogenetics
E	Commitment to RCPath Fellowship
E	RCPath Part 1
D	Higher degree or externally assessed equivalent level of knowledge and expertise within the speciality of Clinical Cytogenetics
D	Royal College of Pathologists Fellowship (FRCPath)

Skills and Abilities

E	Positive, “can do” attitude to work
E	Evidence of good inter-personal communication skills
E	Skilled in the microscopic diagnosis of chromosome abnormality
E	Skilled in the interpretation and reporting of complex chromosome abnormalities, including giving advice on the implications and reproductive risks for patients and families
E	Able to critically analyse and interpret scientific data
E	Verbal and written presentation and communication skills. Able to present data at departmental and inter-departmental meetings.

Knowledge & Experience

E	Post-registration experience in a regional clinical cytogenetics service
E	Extensive and comprehensive knowledge of cytogenetics diagnostic methods required in a regional clinical cytogenetics service
E	Up to date knowledge of clinically significant genomic copy number changes
E	Knowledge of appropriate Quality Management and Audit regulations and requirements
E	Evidence of an active programme of continuing professional development
D	To have completed a formal postgraduate training programme approved as appropriate for registration together with in service experience.

E	Ability to write and authorize normal, abnormal and complex reports
E	Computer literate including use of Genetic databases and analytical software

D	Experience of molecular cytogenetics techniques and their application within a regional clinical cytogenetics service
D	Experience of participation in external quality assessment schemes for cytogenetics tests
D	Experience of training pre-registration clinical scientists
D	Knowledge of appropriate Health and Safety regulations and requirements