

Person Specification

Job Title: Consultant Clinical Scientist

Department: Immunology & Immunogenetics



North Bristol
NHS Trust

Criteria	Where Found (Application Form, Interview References)	Essential	Desirable
Education/Training/Qualifications			
First or second class honours degree in Biological Science or a related subject.	Application form	✓	
Master's Degree (or assessed equivalent level of knowledge) in the specialty of Histocompatibility and Immunogenetics.	Application form	✓	
Fellowship of the Royal College of Pathologists (or intention to achieve Fellowship within six months of starting this role)	Application form	✓	
State Registration as a Clinical Scientist in Histocompatibility & Immunogenetics with the Health and Care Professions Council.	Application form	✓	
To have demonstrable knowledge and experience in research as evidenced by formal qualifications e.g. PhD and/or a number of publications in peer-reviewed journals.	Application form / interview	✓	
Demonstration of Continuing Professional Development at an appropriate level of achievement.	Application form / interview	✓	
Formal Training in Audit or equivalent experience.	Application form / interview	✓	
Work Experience			
To have demonstrable experience at an advanced level as a registered clinical scientist, with excellent scientific knowledge, skills and competence.	Application form / interview	✓	
Experience of analysis and interpretation in H&I such that the person can act as an expert in these areas within and outside the Trust.	Application form / interview	✓	
To have appropriate experience in a management role e.g. leading a major section of a Department, or possessing a relevant	Application form / interview	✓	

management qualification with appropriate supporting practical experience.			
In depth experience of training various grades of Clinical Scientist, Biomedical Scientist staff and other relevant healthcare professionals.	Application form / interview	✓	
Experience of Financial Management	Application form / interview	✓	
Knowledge/Skills/Abilities			
To have a thorough knowledge of the causes and mechanisms of disease and how laboratory results are affected by disease.	Application form / interview	✓	
The ability to assimilate a wide range laboratory results and clinical information and advise on interpretation and further investigations.	Application form / interview	✓	
The ability to lead service development and delivery.	Application form / interview	✓	
Able to initiate, direct and coordinate research and development activities.	Application form / interview	✓	
An in depth knowledge and understanding of laboratory analyses.	Application form / interview	✓	
Good interpersonal skills, both verbal and written, to communicate effectively with managerial, professional and clinical colleagues within and beyond the Trust.	Application form / interview	✓	
Able to provide Leadership within the H&I Department, the Trust and beyond.	Application form / interview	✓	
Strategic thinking, planning and change management skills.	Application form / interview	✓	
Extensive knowledge of personnel and management issues.	Application form / interview	✓	
Extensive knowledge of health and safety.	Application form / interview	✓	

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Excellent knowledge and practical experience of managerial processes within the NHS.	Application form / interview	✓	
To have an up to date awareness of national policies affecting the NHS, transplantation and H&I.	Application form / interview	✓	
Good knowledge of financial management, resource allocation and procurement.	Application form / interview	✓	
Experience of service planning and strategic development.	Application form / interview	✓	
Competent in the use of laboratory IT systems and working knowledge in the use of common IT packages.	Application form / interview	✓	
Ability to teach clinical scientist, biomedical scientist and other relevant healthcare staff.	Application form / interview	✓	
Good coaching and mentoring skills.	Application form / interview	✓	
Personal Qualities/Special Circumstances			
Proven Leadership and Management Experience.	Application form / interview	✓	
Ability to work independently, managing own workload and that of others within the department.	Interview/References	✓	
Ability to work under pressure to deadlines.	Interview/References	✓	
Effective management skills with the ability to resolve staff issues and mentor junior staff.	Interview/References	✓	
Able to maintain self-control in difficult and challenging situations.	Interview/References	✓	
Able to maintain intense concentration on important tasks despite frequent interruptions.	Interview/References	✓	