

EMPLOYMENT CRITERIA / PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

Post Title	Healthcare Science Specialist Practitioner	Directorate/Department	Div B/Wessex Genomics Laboratory Service (Salisbury)
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Assessment Method Key

(Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)

Interview	These criteria will be assessed during an interview, should you be shortlisted.
Application	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
Presentation	During an interview you may be asked to produce a presentation, this is when these criteria will be assessed.

Physical requirements of the post

Requirements	Assessment Method	Essential	Desirable
Health and physical abilities sufficient for the post (if necessary with reasonable adjustments with respect to the Equality Act/Disability Discrimination Act).	Interview	X	

Qualifications / training required

Requirements	Assessment Method	Essential	Desirable
BSc in a relevant discipline	Application	X	
Postgraduate diploma or extensive relevant laboratory experience demonstrating equivalent level of knowledge	Application	X	
Participation in continuing professional development	Application, Interview	X	
Membership of a relevant professional body	Application		X

Previous or relevant experience necessary

Requirements	Assessment Method	Essential	Desirable
Previous extensive experience working within a diagnostic medical lab	Application, Interview	X	
Significant experience in performing genomic techniques	Application, Interview	X	
Proven ability to work autonomously	Application, Interview	X	

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Proven experience of troubleshooting technical procedures and/or complex laboratory equipment	Application, Interview	X	
Experience of managing teams	Application, Interview		X
Previous experience in an NHS environment	Application, Interview		X
Aptitudes and skills required			
Requirements	Assessment Method	Essential	Desirable
Able to work under pressure	Application, Interview	X	
Able to prioritise work and adapt to changing circumstances	Application, Interview	X	
Able to organise own workload and that of others	Application, Interview	X	
Excellent interpersonal and communication skills	Application, Interview	X	
Possess highly developed technical skills and be adept at laboratory procedures	Application, Interview	X	
Experience of supervision and training	Application, Interview	X	
Ability to work as part of a team and as an individual	Application, Interview	X	
Ability to use initiative	Application, Interview	X	
Ability to concentrate for long periods of time at technically demanding procedures	Application, Interview	X	
Ability to critically analyse and interpret scientific data	Application, Interview	X	
Ability to compile clear and concise laboratory reports including those of a complex nature	Application, Interview	X	
Special requirements of the post			
Requirements	Assessment Method	Essential	Desirable
Able to handle a range of biological samples	Application, Interview	X	
Values and behaviours			
Requirements	Assessment Method	Essential	Desirable
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> • Patients First • Always Improving • Working Together 	Application, Interview	X	