

Lead Biomedical Scientist

Candidate Pack



Job Summary

This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone.

- Deliver a safe and high-quality laboratory service, making sure test results are accurate and reliable.
- Provide expert scientific advice to doctors, managers, and other healthcare staff.
- Lead and manage a team of staff, including recruitment, training, and performance.
- Oversee one of the five key pathology areas: Biochemistry, Cellular Pathology, Haematology, Microbiology, or Transfusion.
- Ensure the laboratory meets all regulatory standards and keeps its professional accreditation.
- Support continuous improvement by planning resources, checking quality, and guiding staff development.

Job Description

Job title:	Lead Biomedical Scientist
Grade:	8a
Site:	The Royal Shrewsbury Hospital
Accountable to:	Pathology Lead Scientist
DBS required:	No

Job Overview

To deliver a quality laboratory service, providing accurate results, in line with regulatory requirements.

1. Performs a range of healthcare science clinical / technical / scientific activities
2. Provides expert advice to clinicians and senior managers on own area of expertise
3. Manages department of staff, including planning, allocation and quality checking of work

Pathology requires a Lead BMS to manage each of the five key disciplines (Biochemistry, Cellular Pathology, Haematology, Microbiology, and Transfusion), each of whom will require associated experience, technical expertise, skills and qualifications for their scientific discipline. They will have highly developed specialist scientific knowledge, underpinned by theory and experience,

professional knowledge acquired through degree, post graduate study, and significant experience in specialist field to Masters level or equivalent.

The post holder must be a state registered Biomedical Scientist, and will provide the highest source of scientific technical expertise in their laboratory discipline, applying this to the smooth running of the department's sections and in the education and training of all staff.

Providing professional leadership and operational management support to the Pathology Centre Manager, the post holder is accountable for the delivery of a range of services within the Pathology Centre, ensuring efficient and effective management of all resources in order to deliver a safe, high quality and effective service, in an environment of continuous improvement.

The post holder's role includes the effective management of staff (including recruitment, appraisal, training compliance, performance and absence management). The post holder is accountable for service delivery, ensuring compliance with Regulatory bodies. In addition, responsible for the provision of a high-quality laboratory service, maintaining accreditation with UKAS.

Main Duties and Responsibilities

1. Communication & Relationship Skills

- Provide and receive complex information, persuasive, motivational skills required, tact and persuasive skills required, barriers to understanding; provide and receive highly complex information
- Communicates staff-related issues, test results and / or other technical information to colleagues, to patients, relatives, carers who may have sensory physical or learning disabilities; communicates specialist scientific information to healthcare staff

2. Knowledge, Training & Experience

- Highly developed specialist knowledge underpinned by theoretical knowledge & practical experience
- Understanding of specialist healthcare science activities, management knowledge acquired through training to master's degree or equivalent level of knowledge

4. Analytical & Judgemental Skills

- Complex facts or situations, requiring analysis, interpretation, comparison of options
- Content of advice, recommendations on specialist equipment, procedures, techniques, services / expert opinion may differ

4. Planning & Organisational Skills

- Plan complex activities, requiring formulation, adjustment/ plans road range of complex activities, requiring formulation, development of plans, strategies

- Plans workload for area of work, including adjustments to deal with emergencies and on-call arrangements / long term planning for own department

5. Physical Skills

- Developed physical skills, highly developed physical skills where accuracy important for manipulation of fine tools, materials / high degree of precision, co-ordination
- Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope / use of fine tools, materials requiring high degree of precision and hand-eye co-ordination

6. Responsibility for Patient / Client Care

- Provide highly specialist clinical technical services; provide highly specialist advice; accountable for direct delivery of sub-division of / clinical, clinical technical service
- Undertakes, screens, interprets complex, specialist diagnostic tests, including equipment testing; provides expert technical advice to clinicians/ responsible for delivery of a service e.g. biomedical science to organisation
- 7. Responsibility for Policy / Service Development
- Implement policies, propose changes to practices for service
- Ensures implementation of policies, proposes and develops changes to practices for service

8. Responsibility for Financial & Physical Resources

- Hold budget for service

9. Responsibility for Human Resources

- Line manager for function
- Manages staff of service, including recruitment, allocation of workloads, quality of work, performance issues

10. Responsibility for Information Resources

- Record personally generated information / data entry, text processing or storage of data
- Records personally generated test results or similar / responsible for database maintenance for whole laboratory, service or department

11. Responsibility for Research & Development

- Occasionally participate in R&D; clinical trials; equipment testing

12. Freedom to Act

- Broad occupational policies
- Works autonomously, manages team and area of work

13. Physical Effort

- Combination of sitting, standing, walking / restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for short periods
- Light physical effort / microscope or similar work; lifts, moves boxes, trays, pushes trolleys

14. Mental Effort

- Frequent requirement for concentration, work pattern unpredictable
- Concentration for tests, investigations, interruptions for urgent tests; microscope or equivalent work

15. Emotional Effort

- Occasional exposure to distressing or emotional circumstances
- May work with terminally ill, upset, distressed staff

16. Working Conditions

- Occasional exposure to unpleasant conditions
- Handles contained or controlled hazardous materials, contact with contained body fluids, verbal abuse

Person Specification

	Essential	Desirable
Qualifications	BSc (Hons) in Biomedical Sciences, or equivalent. Evidence of professional management development Evidence of a commitment to continuous professional development Current HCPC Registration (Biomedical or Clinical Scientist) Highly developed specialist knowledge underpinned by theory and experience	Management Qualification

	Professional knowledge acquired through degree, post graduate study, and significant experience in specialist field to MSc or equivalent.	
Experience	Experience of working at a management / leadership or professional level within Pathology. Experience of managing clinical teams Evidence of successful management of clinical services Experience of leading the implementation of service improvement including complex change management programmes Experience of managing clinical and non -clinical risk Evidence of effective management of a complex and diverse workforce	Experience of business strategy and planning
Knowledge and skills	Up -to -date knowledge of UKAS, HTA, MHRA, and HPA Standards , and their application , within the area of expertise Strong leadership skills Ability to manage a range of staff groups/professions to deliver objectives and targets	

	Ability to manage a budget Ability to analyse complex and sometimes conflicting information in order to resolve issues Expert knowledge of quality improvement tools and methodology Comprehensive knowledge of current professional practice and health policy requirements	
Other	Ability to travel across the health community as required Ability to fulfil the requirements of the Trust's on -call rota	

General conditions

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work;
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself;
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff;
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development;
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential and sensitive nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct;
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates;
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must

be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

NHS Sexual Safety Charter

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent sexual harassment of its employees. All staff, are required to treat others with dignity and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

Continuous Improvement

The Shrewsbury and Telford Hospital NHS Trust aims to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

To support this, we have developed the SaTH Improvement Method, a structured approach to change that provides practical tools and techniques to help you understand what success looks like with clear aims, enables you to measure progress and plan meaningful improvements.

You won't be doing this alone. Whether you're new to improvement or already leading change, the Improvement Hub is here to guide you with expert advice, hands-on support, and a wide range of training opportunities to help you grow and

thrive throughout your time at SaTH whilst making improvements in your area of work. Join us in shaping a culture of continuous improvement, where every colleague is supported to make a difference.

Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is an Equal Opportunities Employer, fully committed to fostering an inclusive workplace where all staff feel valued and able to thrive. We believe that a diverse workforce, reflective of our community, is essential for delivering the best patient care.

We will not discriminate against any job applicant or colleague based on any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Selection for appointment, training, development, and promotion will be based purely on merit and the individual's ability to meet the role requirements.

As a post-holder, you have a personal responsibility to uphold the Trust's commitment to equality by treating all colleagues and patients with respect and dignity. You must actively support measures introduced to ensure equality of opportunity and will not discriminate, harass, or bully others, or condone such behaviour.

