PERSON SPECIFICATION

**This form must accompany the Job Description to which it refers. Job Title**

Consultant in Clinical Transfusion Microbiology/Head of Scottish National Blood Transfusion Service (SNBTS) National Microbiology Reference Unit (NMRU)

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| **Band/Grade** | AfC Band 8D | | |
| **ATTRIBUTES** | | **ESSENTIAL** | **DESIRABLE** |
| **Qualifications and Training** | | * BSc * HCPC state registration as a Clinical Scientist * PhD | * Holds, or is working towards, Fellowship of the Royal College of Pathologists in a relevant discipline |
| **Experience & Training** | | * Experience in transfusion microbiology; technical and interpretative * Microbiology testing methodology * Practical experience of performing assays and interpreting and releasing microbiology test results | * Experience of delivering a service reporting microbiology results * Academic/research training relevant to the field * Postdoctoral research and ability to lead research projects relevant to the field * Publication record in the field |
| **Knowledge, skills and abilities** | | * Ability to perform as an independent clinical consultant. * Ability to lead on clinical policy formulation and governance. * Ability to provide management and leadership to other clinicians and clinical teams. * Appreciation of the role and the importance of clinical and scientific research * Able to gather and assess evidence to inform decisions/recommendations. * Excellent communication skills using a range of media. * Managing tasks, resources, and time efficiently |  |

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| **Personal Qualities** | * Excellent communication skills * Ability to work with others – building and maintaining relationships working in teams and networks across a national specialist service. * Good interpersonal skills * Self-motivated, proactive and innovative * Able to work against a background of change and uncertainty. * Flexibility and ability to react positively to ongoing change, differing stakeholder requirements and varied workload. | * Leadership, organisational and management skills. |
| **Audit/ Quality Improvement** | * Knowledge of audit/quality improvement | * Participation in audit and quality improvement |