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
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| **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
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| **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.
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| **Audit/ Quality Improvement** | * Knowledge of audit/quality improvement
 | * Participation in audit and quality improvement
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