



## JOB POSTING

### Non-Union

Date Posted: April 11, 2019

**\*Revised/Reposted\***

<b>Posting #:</b>	18-0118
<b>Position:</b>	Clinical Biochemist
<b>Status:</b>	Permanent Full-Time
<b>Program:</b>	Clinical Support
<b>Department:</b>	Clinical Pathology
<b>Site:</b>	Ramsey Lake Health Centre (RLHC)

#### **KEY FUNCTION:**

Provide leadership and oversight to all areas related to Clinical Biochemistry to ensure the provision of an integrated Laboratory Medicine Service that is high quality, patient centric, affordable, sustainable, and accountable.

#### **REPORTING:**

Under the general direction of the Administrative Director, Laboratory and Pathology, and accountable to the Medical Director, Laboratory.

#### **DUTIES:**

1. Oversee all areas related to Clinical Biochemistry, including pre-analytical (e.g. order entry, and patient and specimen preparation requirements), workflow design, core laboratory testing, point-of-care testing automation, and post-analytical (e.g. interpretation and reporting of results).
2. Ensure compliance with all applicable regulatory requirements and standards of practice.
3. Collaborate with laboratory leadership to select, evaluate, and direct the implementation of new instruments, methods, and technologies in Biochemistry.
4. Provide discipline specific advice and consultation services to health care professionals regarding the selection of appropriate tests and the interpretation of test results used in the investigation, diagnosis, and monitoring of treatment and disease.
5. Consult with health care professionals who are responsible for creating care maps, guidelines, and medical directives to ensure appropriate test selection.
6. Interpret and report special Biochemistry tests/procedures as required (e.g. serum/urine electrophoresis).
7. Solve discipline-specific diagnostic problems that occur related to laboratory test results.
8. Participate in and provide educational activities to laboratory and hospital staff, physicians, and medical learners.
9. Monitor, review, and manage discipline specific test utilization, including the assessment of scientific and medical value of new Biochemistry tests and the decommissioning of redundant tests to optimize patient care and health care resources.
10. Oversee the development of and authorize policies and technical procedures related to Biochemistry.
11. Identify areas for independent and collaborative research and development; conduct studies and report results.
12. Promote health, safety and wellness in the work place.
13. Determine and align improvement projects with HSN True North; monitor and adjust to achieve goal outcomes.
14. Participate in education and training specific to current, relevant federal and provincial health and safety legislation, standards and guidelines.
15. Represent the department or program on various committees and in meetings as required.
16. Perform other duties as required.

## **QUALIFICATIONS**

### **EDUCATION AND TRAINING:**

1. Minimum of a PhD in Biochemistry or in a related field, from an accredited university.
2. Minimum of a two (2) year Post-Doctoral in a Clinical Chemistry/Biochemistry training program, approved by the Canadian Academy of Clinical Biochemistry (CACB).
3. Current Certificate of Registration with the CACB or eligible for certification.
4. Ministry of Labour "Worker Health and Safety Awareness in 4 Steps" training certificate is required.

### **EXPERIENCE:**

1. Recent experience as a Clinical Biochemist in a large community hospital, academic teaching hospital, or in a private clinical laboratory, including experience providing clinical supervision to technical and support staff.

### **KNOWLEDGE/SKILLS/ABILITIES:**

1. Demonstrated skills in project management, change management, and analytical thinking.
2. Demonstrated ability to provide clinical and technical leadership to the department.
3. Demonstrated ability to lead, motivate and influence individuals and teams towards a vision while maintaining group cohesiveness and effectiveness.
4. Demonstrated ability to initiate and model positive change.
5. Demonstrated training, experience or utilization of lean methodology for process improvement.
6. Demonstrated ability to independently identify issues, plan improvements, measure success and continue improvement.
7. Demonstrated excellent computer skills with proficiency in Microsoft Office software, (e.g. Word, Excel, Power Point and Outlook) and patient information systems.
8. Demonstrated superior interpersonal and communication skills, both written and verbal.
9. Strong organizational skills with the ability to prioritize workload.
10. Demonstrated discretion and maturity when handling confidential information.
11. Demonstrated commitment to the safety of co-workers and patients.

### **PERSONAL SUITABILITY:**

1. Demonstrated ability to be innovative, insightful, and use sound judgement.
2. Ability to use tact and discretion in dealing with health care providers and patients.
3. Demonstrated ability to work effectively as a member of an interdisciplinary team.
4. Demonstrated ability to perform with minimal supervision; to prioritize duties.
5. Valid driver's license with access to reliable vehicle.
6. Willingness to travel occasionally within Ontario.
7. Demonstrated commitment to ongoing professional development.
8. Demonstrated professionalism in dealing with confidential and sensitive issues.
9. Demonstrated positive work record and excellent attendance record.
10. Ability to meet the physical and sensory demands of the job.
11. Ability to travel between local sites.

**Selection Process:** Candidates will be selected for this position on the basis of their skill, ability, experience and qualifications as identified in the resume and completed Application Form submitted. The Hospital reserves the right to conduct a formal interview where required.

**Shift:** As Assigned

**French Language Service Designation:** Bilingualism is an Asset

**Salary:** \$65.14.....\$/Hourly

**Special Note:** This position will be posted until filled.

**HSN THANKS ALL APPLICANTS.  
ONLY THOSE SELECTED FOR INTERVIEWS WILL BE CONTACTED.  
WE WILL NOT ACCEPT APPLICATIONS AFTER THE CLOSING DATE AND TIME.**