



Dilkon Medical Center

Job Vacancy Announcement #DDH-22-76

Closing Date: Open until filled

POSITION TITLE: Clinical/Medical Laboratory Scientist

DEPARTMENT: Laboratory

Position Summary:

Under general supervision of the Laboratory Manager, the Clinical/Medical Laboratory Scientist (CMLS) is responsible for performing general/routine and high complexity testing. This includes assisting in the selection of the test methodology, modification or adaptation of new methods or techniques to improve or expand services specific to the following areas: hematology, immunohematology (blood bank), coagulation, urinalysis, chemistry, microbiology, serology, rapid test methods, and referral specimen processing. Upholds the principles of WIHCC's Vision, Mission, and Value Statements. Maintains confidentiality of all privileged information at all times.

This list of duties and responsibilities is illustrative only of the tasks performed by this position and is not all-inclusive.

Essential Duties & Responsibilities:

- Maintains regular attendance and punctuality.
- Dependable in attendance and job performance.
- Performs accurate routine, complex, and unusual tests and studies requiring specialized knowledge and skill in Hematology, Immunohematology, Coagulation, Urinalysis, Clinical Chemistry, Enzyme/Hormone Studies, Serology, Therapeutic Drug Monitoring and Microbiology.
- Provides oversight to assigned section within the Laboratory Department and reviews section for maintenance, quality control, inventory, and submits data for Laboratory Manager's review.
- Provides input of test methodology that is appropriate for the clinical use of test results.
- Responsible for participation in laboratory's proficiency program.
- Evaluates the competency of testing personnel per accreditation policy.
- Evaluates requested procedures to determine the suitability of specimen for analysis, requesting new specimen if determined to be unusable.
- Prepares specimens for analysis, ensuring that the physiologic state of the properties is maintained. Reports results to appropriate individuals.
- Prepares reagents and maintains stores of general and special products for functional and specialized assays of hematology, immunohematology (blood bank), coagulation, urinalysis, chemistry, microbiology, and rapid test methods.
- Conducts quality control procedures on equipment, reagents, and products, and maintains proper records for quality control reports.
- Troubleshoots instrument malfunctions. Performs minor repairs and/or identifies need for external services.
- Provides verbal consults in various aspects of the clinical laboratory.
- Participates in the quality assurance programs that will meet Accreditation Association for Ambulatory Health Care (AAAHC), Health Care Finance Administration (HCFA), Occupational Safety and Health Administration (OSHA) and Commission on Office Laboratory Accreditation (COLA) standards.
- Establishes and maintains a working liaison with the Medical Staff regarding the evaluation and processing of specimens and interpretation of results.
- Monitors abnormal laboratory results before they are released to the patient medical record.
- Keeps the Laboratory Manager informed of work related needs and problems including quality control issues, testing issues, or other issues as required.
- Updates laboratory testing procedure as needed.
- Complies with established laboratory and WIHCC Policies and Procedures and uses proper technique when performing laboratory testing.
- Cooperates with the staff to achieve goals and maintains good relations with other departments and public relations.
- Provides orientation for other CLS, Technologists, Technicians, Laboratory Assistants, Phlebotomists and WIHCC staff in laboratory procedures as required.
- Performs routine blood collection, laboratory testing and reports results.
- Organizes daily work flow, receives or collects specimens for testing.

- Determines validity of and reports results.
- Performs analyzer/method troubleshooting and repair as required.
- Maintains laboratory records and logs as required when performing laboratory duties.
- Responsible for maintaining testing supplies inventory and keeps the Laboratory Manager informed of supply problems or issues.
- Keeps the laboratory area and equipment clean.
- Works on rotational basis through all three shifts: morning, day and evening.
- Ability to meet attendance, overtime, and other reliability requirements of the job.
- Requires completion of tasks or duties assigned by a supervisor.
- Upholds all principles of confidentiality and patient care to the fullest extent.
- Adhere to all professional and ethical behavior standards of the healthcare industry.
- Adheres to WIHCCs Personnel Policies and Procedures, departmental policies, rules and regulations.
- Interact in an honest, trustworthy and dependable manner with patients, employees and vendors.
- Possess cultural awareness and sensitivity.
- Maintains compliance with all Human Resources requirements.
- Performs other duties as assigned.

Minimum Qualifications:

Bachelor's Degree from an accredit institution in a relevant field, such as clinical/medical science, biomedical science, biology, chemistry, biochemistry or micro biology required. Three years working experience in high complexity, Immunohematology, Microbiology, Coagulation, Blood Gas, Urinalysis, Phlebotomy and Clinical Microscopy and is familiar with standard laboratory concepts, practices and procedures. Certification with American Society for Clinical Pathology (ASCP) or American Medical Technologist (AMT). Bilingual skills in English and Navajo language preferred. Must maintain a valid unrestricted and insurable driver's license at all times. Must successfully pass a background investigation and maintain suitable requirements for a Child Care position. This position is considered as a Child Care position, which requires a satisfactory background check investigation and is subject to the requirements of the Indian Child Protection and Family Violence Prevention Act, as amended (henceforth referred as the ICPFVP Act).

Knowledge, Skills, Ability:

- Knowledge and skills in clinical laboratory within the last six months in the following sub-specialties: Chemistry, Hematology, Microbiology, Coagulation, Blood Gas, Urinalysis, Phlebotomy and Clinical Microscopy.
- Knowledge and skills necessary to provide laboratory testing to a wide range of age groups (neonate-geriatric) and the ability to assess laboratory data and interpret the data.
- Knowledge of quality control testing program, proficiency testing programs, equipment preventive maintenance, calibration, troubleshooting and patient testing procedures, and documentation requirements.
- Knowledge of possible recurring exposure to contagious diseases, including HIV, Hepatitis, and low-level toxic substances.
- Knowledge in the proper use of personal safety equipment in a laboratory environment.
- Knowledge of strong work ethics in the workplace.
- Knowledge of basic application of confidentiality.
- Knowledge of duties and responsibilities of the position.
- Knowledge of basic computer skills, e.g. Outlook, Word, Excel, PowerPoint.
- Ability to utilize Laboratory Information System; RPMS experience preferred.
- Ability to lead and guide the work of others.
- Ability to working rotating shifts – morning, day, and evening.
- Ability to wear protective clothing or gear such as laboratory coats, disposable gloves, safety goggles, and masks.
- Ability to remain calm and patient while working under pressure and constant interruptions.
- Ability to be dependable in attendance and job performance.
- Ability to meet attendance, overtime (if necessary), and other reliability requirements of the job.
- Ability to accept and learn from feedback.
- Ability to think critically and problem solve by analyzing the problem and come up with a fact-based solution.
- Ability to communicate effectively both verbally and in writing.
- Ability to provide exemplary customer service at all times.
- Ability to interact positively with others and possess great interpersonal skills.
- Ability to multitask and perform well under pressure.
- Ability to have self-confidence.

- Ability to be a great team player.
- Ability to accept and learn from supervisor/peer critique.
- Ability to be flexible and adaptable to the changing needs of the organization.

Physical Demands:

While performing the duties of this job, the employee regularly is required to walk; sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand; climb or balance; and stoop, kneel, crouch, or crawl. The employee frequently is required to taste or smell. The employee must occasionally lift and/or move up to 25 pounds.

Work Environment:

Work is performed in an office setting or outdoor work environment with a moderate noise level. Work environment may involve exposure to physical risks, such as blood borne pathogens and operating dangerous equipment or working with chemicals. Evening and/or weekend work may be required. Extended hours and irregular shifts may be required.

As required by P.L. 93-638, absolute preference will be given to qualified Navajo applicants. If there is no qualified Navajo applicant, preference will be given to qualified American Indian applicants.