

## INTRODUCTION

- 1) **Senior Biomedical Scientist (histology)**
- 2) **Biomedical Scientist (histology)**

We are currently recruiting for two positions in our newly-refurbished and equipped histology laboratory and post mortem suite in Keighley. One position is for a full-time **Senior Biomedical Scientist (histology)**, who will be expected to assume the senior supervisory role over day-to-day laboratory operations. The second is for a **Biomedical Scientist (histology)**, and could be a more flexible role with part time working considered.



## BACKGROUND

IZVG Pathology is a leading provider of post mortem and histopathology services for zoo, wildlife, exotic pet and aquatic species, and has been providing these for veterinarians, zoos and aquaria in the UK and overseas since 2003. We are based in Keighley, West Yorkshire, and are a department of the International Zoo Veterinary Group (IZVG), a long-established company that has been at the forefront of zoological medicine since 1976. IZVG currently has six specialist zoo and aquarium vets, who mostly work on location at our client collections across the UK and abroad. On site in Keighley, in addition to two full time veterinary pathologists, you will join a small and friendly administrative and research team working in recently refurbished premises.

The provision of in-house histology services is a new development for IZVG Pathology (we have previously sub-contracted this work), and the new laboratory offers an exciting opportunity for highly motivated individuals to make a real contribution to our developing expertise.

IZVG Pathology has a unique and interesting caseload composed of necropsy and histopathology specimens derived from zoological, wildlife and aquatic species. On a daily basis, we receive specimens ranging across the taxonomic spectrum (aquatic and terrestrial invertebrates, fish, amphibians, reptiles, birds and mammals). These present a range of technical challenges in the production of high quality histological material, and we are looking for candidates who will relish this and help us to improve the quality and efficiency of our service. The post holders will also provide technical support for post mortem examinations and willingness and enthusiasm to be practically involved with diagnostic sampling from veterinary cadaver material (after appropriate training) is essential.

## JOB DESCRIPTION

### JOB SUMMARY

Position holders will be responsible for the processing of routine diagnostic specimens and associated documentation in our Keighley laboratory, and will be expected to perform all designated tasks within the laboratory to ensure the efficient running of our diagnostic histopathology services. In addition, holders will be required to provide technical support for veterinary diagnostic post mortem examinations under the direction of our pathologists. The further development of departmental technical protocols and the training of more

junior staff members will also be required, as will regular liaison with IZVG staff in other departments, including our clinical veterinarians.

#### **KEY BENEFITS**

- Salary consistent with experience and responsibilities
- Enrolment in company pension scheme with employer contribution
- 23 days annual leave plus statutory holidays, rising with period of employment (Senior Biomedical Scientist role only) or up to 23 days annual leave, pro rata (Biomedical Scientist role only)
- Support for relevant external Continuing Professional Development
- Tenure: Permanent, subject to 6 month probationary period
- Part time working will be considered (Biomedical Scientist role only)

#### **PRIMARY DUTIES AND RESPONSIBILITIES**

- Performing (according to the specific SOP) procedures associated with all aspects of the receipt, processing and documentation of diagnostic veterinary samples, with particular emphasis on histopathology, cytopathology and post mortem examination. The degree of supervision required for each procedure will be at the discretion of the Principal Veterinary Pathologist, and based on the individual's current level of training.
- Continuing to develop knowledge and expertise, keeping abreast of relevant current literature, adopting technical innovations as appropriate, and external Continuing Professional Development where possible. Developing/auditing histological techniques as necessary for the maintenance of quality or in response to diagnostic demand (e.g. special stains).
- Being familiar with, and adhering to, all laboratory and company occupational health and safety policies and procedures.
- Carrying out any routine laboratory maintenance and housekeeping duties as required, including within the histology laboratory and associated archive and storage areas.
- Providing technical assistance to the pathologists during gross post mortem examinations and carrying out routine maintenance and housekeeping duties in the post mortem room facility.
- Maintaining appropriate databases, archives and tissue/sample banks, as directed by the pathologists, including the computerised accessioning of diagnostic samples on receipt at the laboratory.
- Assisting in the preparation and dispatch of samples for onward referral to other diagnostic laboratories as directed by the pathologists.
- Ensuring good co-operation and communication with other departments.
- Communicating problems arising within the laboratory to the relevant senior member of staff.
- Demonstrating a responsible attitude and a willingness to learn new procedures, participating in the production of new SOPs and in the review of those already established.
- Assisting in the supervision and training of junior members of staff, according to current training records and as required.
- Ensuring compliance with all quality management system procedures, SOPs and company policies.
- Participating in internal and external audits as required.
- Undertaking other appropriate duties as directed by the pathologists.
- Saturday working (on a rota basis) and occasional out-of-hours and off-site working may be required.

## PHYSICAL DEMANDS

- Both roles may require standing for extended periods of time. General manual dexterity and visual acuity are necessary because of the nature of the posts. Duties (particularly in the post mortem room) may involve some light to medium lifting.

## WORK ENVIRONMENT

- General histology laboratory and post mortem suite, office areas
- The incumbent may be exposed to potentially harmful infectious and noxious agents (with appropriate personal protective equipment being provided).
- Exposure to unpleasant odours and bodily fluids during the course of post mortem examinations should be expected and the incumbent is expected to be comfortable with this.

## PERSON SPECIFICATION

### EDUCATION

HNC, BSc or an equivalent qualification, preferably in Biomedical Science.

### EXPERIENCE

#### **For Senior Biomedical Scientist (histology)**

Ideally a minimum of 5 years working within a histology laboratory environment (but all candidates who can demonstrate the necessary skills may apply and will be considered), with evidence of competence in routine aspects of histological processing, and of underlying technical processes and instrumentation. In addition, previous experience in management roles (e.g. supervision/training/audit) within a histology laboratory environment is desirable. Additional experience in other laboratory disciplines including cytology, diagnostic microbiology, parasitology and post mortem/mortuary technique would be beneficial. It is expected that candidates will be comfortable working with veterinary cadaver material.

#### **For Biomedical Scientist (histology)**

Ideally a minimum of 2 years working within a histology laboratory environment (but all candidates who can demonstrate the necessary skills may apply and will be considered), with evidence of competence in all routine aspects of histological processing. Additional experience in other laboratory disciplines including cytology, diagnostic microbiology, parasitology and post mortem/mortuary technique would be beneficial. It is expected that candidates will be comfortable working with veterinary cadaver material.

### REQUIRED SKILLS AND ABILITIES

In addition to expected technical competence in histology (including an appropriate microtome block rate per hour), sufficient understanding is required to be able to perform routine work assignments and to address day-to-day issues in an efficient and autonomous manner. You will be able to collate and organize information in accordance with established procedures or as directed by the pathologists. The ability to co-ordinate, communicate and problem solve with others to ensure a smooth work flow is essential. Routine familiarity and

competence in the use of computer software appropriate for laboratory management and internal and external communication will be assumed.

## TERMS AND REMUNERATION

### For Senior Biomedical Scientist (histology)

- Full time
- Salary (circa £23,000 to £26,000) commensurate with experience.
- Tenure: Permanent, subject to 6 month probationary period.
- Reports to IZVG Principal Veterinary Pathologist

### For Biomedical Scientist (histology)

- Flexible role, part time working will be considered
- Salary commensurate with experience and working hours.
- Tenure: Permanent, subject to 6 month probationary period.
- Reports to Senior Biomedical Scientist (histology)

## RECRUITMENT PROCESS

### How to Apply

To apply, please fill out the **application form**, available at [www.izvg.co.uk/izvgnews.html](http://www.izvg.co.uk/izvgnews.html) and send it, along with a copy of your **CV**, by email to [admin@izvg.co.uk](mailto:admin@izvg.co.uk).

All applications to be completed in the English language.

The closing date for applications is **3<sup>rd</sup> November 2017**.