



Role Description

Nau mai, haere mai ki Ūpoko ki te uru hauora

Position:	Senior/Diagnostic Genetic Scientist
Service / Directorate:	Wellington Regional Genetics Laboratory
	Surgery, Women and Children's
Responsible to:	Service Leader

Our Mission:

Together, Improve the Health and Independence of the People of the District

Our Vision

Keeping our community healthy and well.

Our Values:

- *Innovation*
- *Action*
- *A focus on People and Patients*
- *Living the Treaty*
- *Professionalism through Leadership, Honesty, Integrity and Collaboration*
- *Excellence through Effectiveness and Efficiency*

Context

Organisational perspective

Capital & Coast District Health Board receives funding to improve, promote and protect the health of the people within Wellington, Porirua and Kapiti region.

We're a tertiary facility operating the Wellington Regional Hospital, Kenepuru Community Hospital, Kapiti Health Centre and Ratonga Rua-o- Porirua, a Forensic, Rehabilitation and Intellectual Disability Hospital. MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa, Hutt Valley and Capital & Coast District Health Boards. We have an annual budget of more than \$1 billion which we use to deliver health services directly as well as contracting external providers.

We provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services. Approximately 6,000 staff work at Capital & Coast District Health Board.

Directorate perspective

The key areas of focus for the Surgery, Women & Children's Directorate are:

- To implement a productive operating theatre model that captures efficiencies and delivers highest levels of service.
- The establishment of sustainable nursing models within the in-patient wards and the redevelopment of the paediatric facilities.
- Prove clinical efficiencies and the effectiveness of clinical supply use across the whole Directorate
- To lead expanded collaboration with Hutt Valley and Wairarapa DHBs to establish wider regional clinical services.
- To ensure in the expenditure areas of Nursing Labour, Medical Labour and Management/Administration Labour that we are within benchmark of our peer DHBs.

Service / Department Perspective

Children's Health Service

The multidisciplinary team in Children's Health is dedicated to ensuring that care of the infant/child/young person and family is paramount. The Service provides an integrated mix of inpatient/outpatient/day patient and domiciliary services for infants, children and young people from a wide range of backgrounds and ethnicities from birth up to sixteen years of age. Services are delivered in Wellington and Kenepuru Hospitals, Puketiro Centre, Kapiti Health Centre, outreach clinics and the infants and children's own homes.

The Child Health Service comprises resourced inpatient cots/beds for 60 infants, children and young people. This service encompasses a Neonatal Intensive Care Unit with a dedicated homecare team. There are two inpatient wards, one for children of 6 years and under, and one for children over 6 years which includes the regional oncology service. The ambulatory service includes a Children's Acute Assessment Unit, day stay ward, paediatric outpatient service and a community paediatric nursing team in Wellington, an acute assessment and outpatient facility at Kenepuru, and outpatient clinics at Kapiti. Child Health also includes a Child Development Team and the Regional Genetics Service.

Wellington Regional Genetics Laboratory (WRGL)

WRGL provides a fully comprehensive cytogenetic and molecular genetic testing service; karyotype, FISH, microarrays and DNA testing of prenatal, postnatal and malignancy samples (www.wellingtongenetics.co.nz).

Our aim to ensure operations, products, advice and services meet the requirements of both internal and external clients thereby providing a timely, appropriate and high quality clinical laboratory service. This laboratory complies with or exceeds all accepted standards as embodied in IANZ Registration Criteria and the International Standard NZS/ISO 15189:2012.

Our service aim is to provide comprehensive genetic testing to the Central Region District Health Boards (DHBs) in the most professional, timely and effective manner possible.

Role Purpose & Perspective

Diagnostic genetic scientists undertake clinical, scientific, technical and administrative duties within the genetics laboratory providing a range of routine and non-routine specialist molecular and cytogenetic investigations using state of the art technologies and requiring specialist knowledge of the clinical and scientific literature of the work of their section. Diagnostic genetic scientists evaluate published developments and innovations with consideration to transferring into clinical practice.

A senior diagnostic genetic scientist has a higher level of scientific skill and expertise and responsible for supervising aspects of the service within a section of the laboratory, providing scientific support and deputising for the Section Head. Senior scientists are also likely to take responsibility for specialised areas of work including training, coordination of quality assurance and audit.

Key Accountabilities

Key Accountability

Deliverables / Outcomes

Scientific Expertise

- To work as part of a team to provide molecular / cytogenetic services that meets established high quality demands for safety and patient care
- Implement procedures for receipt, processing, analysis, interpretation, preparation of reports and reporting of results
- To undertake an appropriate proportion of the workload of the Department
- Development, implementation and evaluation of new technologies and tests

Training

- Staff members learning needs are identified
- Staff / visiting students / healthcare professionals are provided with relevant training and on-going professional

Quality and Risk

- To participate in relevant internal and external quality control procedures
- Actively contribute to continuous quality improvement activities within the team
- Anticipate and manage clinical risk in their area
- Identify issues and undertake audit/practice review
- Assist in material and data submission to external Quality Assurance Programmes

Team Work

- Works collaboratively and efficiently with staff and management within the Genetics Service and with other key stakeholders across the organisation

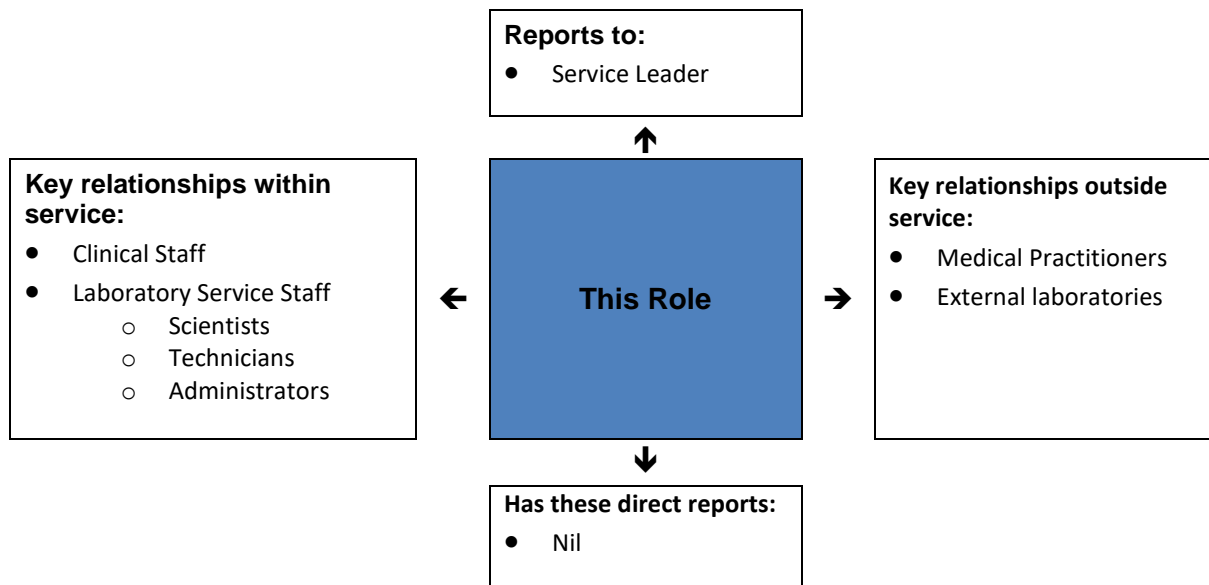
Professional Development

- Maintains and/or extends knowledge and skill base required for effective performance, and is prepared to accept work that will develop or consolidate new skills
- Participates in own annual performance review
- Identifies own learning needs and negotiates appropriate education and training

Occupational Health and Safety

- Complies with responsibilities under the Health and Safety at Work Act 2015

Key Relationships & Authorities



Capability Profile

Competencies

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Integrity and trust	<ul style="list-style-type: none">• Is widely trusted• Is seen as a direct, truthful individual• Can present the unvarnished truth in an appropriate and helpful manner• Keeps confidences• Admits mistakes• Doesn't misrepresent her/himself for personal gain
Scientific / clinical skills	<ul style="list-style-type: none">• Has both scientific and clinical knowledge and skills to perform the role with a high level of accomplishment• Demonstrates active interest and ability to enhance and apply new scientific and technical skills
Time management	<ul style="list-style-type: none">• Uses his/her time effectively and efficiently• Values time• Concentrates her/his efforts on the more important priorities• Gets more done in less time than others• Can attend to a broader range of activities
Composure	<ul style="list-style-type: none">• Is cool under pressure• Does not become defensive or irritated when times are tough• Is considered mature• Can be counted on to hold things together during the tough times• Can handle stress• Is not knocked off balance by the unexpected• Does not show frustration when resisted or blocked
Communication	<ul style="list-style-type: none">• Practices active and attentive listening• Explains information and gives instructions in clear and simple terms• Willingly answers questions and concerns raised by others• Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged• Is confident and appropriately assertive in dealing with others• Deals effectively with conflict
Teamwork	<ul style="list-style-type: none">• Develops constructive working relationships with other team members• Has a friendly manner and a positive sense of humour• Works cooperatively - willingly sharing knowledge and expertise with colleagues• Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments• Supports in word and action decisions that have been made by the team• Creates a climate in which people want to do their best• Invites input from all members of the team• Is someone people like working with

a. Knowledge and Experience:

- Proven diagnostic genetic laboratory experience, strong clinical knowledge and problem-solving skills.
- An analytical and investigative mind.
- Practical experience of current techniques used in diagnostic genetics including karyotyping, FISH, microarrays, PCR, DNA sequencing and MLPA.
- Variant curation skills are desirable.

- **Essential Professional Qualifications / Registrations:**
- Tertiary Qualification (BSc or equivalent)
- Registration / eligible for registration with the Medical Sciences Council of New Zealand as a Medical Laboratory Scientist
- Minimum 5 years diagnostic genetics experience including a relevant postgraduate professional qualification required to demonstrate ability to work within a more senior role

- **Someone well-suited to the role will place a high value on the following:**
- Teamwork
- Adapting to change in an ever progressive medical science
- Understanding of and sensitivity to cultural and ethical dimensions of practice
- Learning through continued professional development

Capital and Coast District Health Board (C&C DHB) is committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

C&C DHB is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Maori cultural practices.

The role description will be reviewed regularly in order for it to continue to reflect the changing needs of the organisation. Any changes will be discussed with the position holder before being made. Annual objectives and performance measures will be set each year during the annual performance process.

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed

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