

Laboratory Scientist ECWA Hospital Egbe

Mission: Called to serve and train with joy-filled synergy, shaping a healthy community

Core Values:

1. Joy-Filled Synergy
2. Moved by the Feeling of Others
3. Consistency
4. Resource Prioritization
5. No Shady Behavior

Role: **Single point of accountability** to the [Laboratory HOD](#) and responsible for the day to day duties of the hospital laboratory based on the mission, vision, and values. Responsible for promoting fair, unbiased, quality and timely laboratory services upholding the Christian values of ECWA.

In general, the Laboratory Scientist will:

- Perform all laboratory tests as assigned by the Laboratory HOD
- Perform all laboratory tests according to ECWA Hospital Egbe laboratory protocols
- Ensure the patient receives encouraging, timely, and quality services
- Ensure that his/her accreditation/qualifications is up-to-date
- Report when stock are 50% to ensure proper resources are for work
- Keep a clean and safe work area
- Use of Standard Precautions & Personal Protective Equipment
- Use proper biowaste, general, waste, and sharps containers for disposal
- Comply with ethical standards including patient confidentiality
- Promptly report all incidents
- Ensure prompt reporting of sticks or other accidents that may lead to hospital acquired infection
- Analyze workflow and make recommendations for improvement

Specifically, the Laboratory Scientist will:

- Perform all laboratory tests including hematology, chemistry, microbiology and special chemistry (ELISA tests)
- Be a critical member of the laboratory staff
- Lead weekly Team Meetings and keep meeting minutes, if the HOD delegates
- Prepare detailed duty rosters, if the HOD delegates
- Represent Lab Team in Hospital meetings and committees, as requested
- Assure that proper supplies and equipment are available and operational for day to day work by reporting shortages, preparing an order form, and/or receiving items, and documenting receipt.

- Train Team members in applicable Policies and Procedures, as needed
- Report equipment faults, troubleshoot, and arrange for local or vendor repair as directed.
- Contribute to up-to-date records of equipment maintenance and repair
- Contribute to up-to-date records of temperature and other daily and weekly monitors
- Keep up-to-date records of inventory stocks in the lab and supply room
- Request mediation for disputes that cannot be resolved with staff members
- Keep daily records of tests performed, which department, and the daily sum collected for services
- Submit data for monthly and annual reports
- Encourage team members
- Train team members, interns, and new staff members
- Participate in personal continuing education each year
- Cover for team members who are unexpectedly detained or absent

Communications/Team Meetings Communications

- Laboratory Team
- Committees as appropriate

Team Meetings

- Laboratory Team Meetings– weekly
- Clinical Support Services Team Meetings, if delegated – weekly
- Committee meetings as requested
- All Staff Team Meeting

Knowledge/Skills/Abilities

- Meets all criteria for ECWA employment including being a Born Again Christian - Proven Construction/Facilities Management skills
- Excellent interpersonal and relationship building skills
- Flexibility and ability to work on multiple tasks
- Ability to work effectively as part of a team
- Ability to use sound judgment
- Ability to maintain confidentiality
- Ability to hear and speak well enough to converse over telephone 100% of the time.
- Ability to see well enough to use computer efficiently and read computer reports and correspondence 100% of the time.

Qualifications

- Medical Laboratory Scientist (MLS) Certification
- Excellent computer skill in Microsoft Office Suite including Word and Excel

- Excellent Problem solving skills
- Excellent skill in basic areas of Laboratory including Microbiology, Chemistry, and hematology
- Working knowledge of Mortuary Sciences

Performance Indicators

- Quality of work
- Quantity of Work
- Knowledge of work
- Interest in Job
- Judgment in decision-making
- Initiative
- Dependability
- Adaptability
- Cooperation
- Maintains confidentiality
- Ability to communicate
- Numerical Ability
- Punctuality
- Spiritual Maturity