

Full Time Multi-site Charge Medical Lab Technologist

Position posting number: 2110196

Rate of Pay: Reference Paramed Collective Agreement

Schedule: Full Time Multi-Site Assignment

Location: Kincardine, Walkerton

Applications are currently being accepted for a Full Time multi-site Charge Medical Laboratory Technologist administratively attached to the Kincardine site of the South Bruce Grey Health Centre with shifts regularly assigned to the Walkerton site.

POSITION PURPOSE:

Reporting to the Manager, Laboratory Services, the Charge Medical Laboratory Technologist provides leadership and direction to all laboratory staff and is the subject matter expert on site for South Bruce Grey Health Centre. The Charge Technologist plans, organizes, and directs the day-to-day overall technical operations and specified administrative duties of the Laboratory through a team-oriented approach. The Charge Technologist is responsible for ensuring quality patient care through day-to-day planning and co-ordination of human resources including scheduling of staff and material resources; and uses clinical knowledge and leadership skills to promote the delivery of optimal care to all patients in a fiscally responsible manner; to provide leadership and technical expertise in the day-to-day operation of the site; to provide guidance and expertise in the evaluation of abnormal situations and results; the Charge Technologist must be knowledgeable and practice in accordance with the Medical Laboratory Technology Act, CMLTO, Accreditation Canada Diagnostics and Hospital regulations and standards. The Charge Technologist works within his/her scope of professional practice to process samples and perform medical laboratory tests, experiments and analyses to assist in the diagnosis, treatment and prevention of disease.

**** Note:** This position will be required to work weekends, shift and on-call assignments. Incumbents will be expected to provide coverage to all SBGHC sites as required.

Applicants must meet the following criteria:

- Six (6) years of combined recent clinical experience in a core lab setting and progressive leadership responsibility with clinical technical experience in the relevant medical laboratory, preferably in a hospital setting in the last 6 years
- Bachelor of Medical Laboratory Science Degree or College Certificate in Medical Laboratory Technology or BSc preferred
- Quality Management Certificate (or willing to obtain within 1 year from start date)
- Current registration with the College of Medical Laboratory Technologists of Ontario (CMLTO) required
- CSMLS Certification required
- Evidence of completion of recent leadership development training
- Demonstrated evidence of teaching and coaching skills and maintaining clinical competence through continuing education
- Demonstrated excellent oral and written communication and team building skills and diplomacy
- Relevant supervisory and/or project management experience in a hospital setting, preferred
- Advanced level knowledge in Chemistry, Hematology, and Transfusion Medicine
- Demonstrated knowledge of quality management, continuous improvement, quality control, quality assurance, financial management, and inventory control principles
- Demonstrated responsibility, accountability and decision making
- Working knowledge of lab and hospital software systems
- Ability to interact effectively with others within and outside of the organization (i.e. staff physicians, patients, suppliers, Ministry of Health, Pathologists, Occupational Health and Safety, CBS)
- Ability to maintain accurate records and documentation
- Experience with large and small analyzers, dedicated analyzers and microscopes
- Experience with Point of Care testing
- Ability to perform Phlebotomy and capillary collection
- Ability to function effectively and harmoniously in a team environment
- Ability to handle exposures to infection, noise, odours, working interruptions and high pressure situations
- Skills in leadership, problem solving, decision making and critical thinking



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- Ability to respect and maintain confidentiality
- Demonstrated knowledge and understanding of Accreditation Canada Diagnostics and regulatory requirements (e.g. CSA, OH&S, etc.).
- Demonstrated ability to prioritize multiple tasks and manage projects
- Strong team skills, with a proven ability to perform duties independently, with a high degree of motivation and minimal supervision
- Demonstrated ability to embrace and support change
- Demonstrates ability to organize and plan effectively
- Demonstrated attention to details
- Recent satisfactory performance and attendance records
- Knowledge of and adherence to SBGHC Core Values
- Advocates and supports a culture of patient safety

To be considered for this position please submit cover letter and resume to Human Resources by email to postings@sbghc.on.ca clearly indicating the posting number noted above.

SBGHC is an equal opportunity employer. We thank all applicants, however, only those selected for an interview will be contacted. SBGHC will provide reasonable accommodation in compliance with AODA when notified by a candidate that accommodation due to a disability is required for the interview process.

As a condition of employment, you are required to submit proof of COVID-19 vaccination to the Hospital's Occupational Health and Safety department. Successful candidates will be required to submit proof of COVID-19 vaccination (two doses) from the Ontario Ministry of Health website or other authorized source directly to the Occupational Health and Safety department. In the event that you are unable to be vaccinated as a result of a ground protected under the Human Rights Code, you may submit a written explanation of the ground and any supporting documentation to determine if you are exempt from this requirement to the recruitment team.