

Job Description

Job Title:	<i>Medical Technologist II Trainer</i>	Job Family:	<i>Technical Laboratory Services</i>
Reports To:	<i>Core Laboratory Supervisor or Blood Bank Manager</i>	Grade:	<i>T13</i>
FLSA:	<i>Non-Exempt</i>	Job Code:	<i>101370 (b)</i>
Location:	<i>Shady Grove Medical Center, White Oak Medical Center and/or Fort Washington Medical Center</i>	Department:	<i>Managed Labs</i>

Basic Purpose:

The Medical Technologist II Trainer is proficient in all principle duties of a Medical Technologist I and II as well as functioning as a trainer and competency assessor for at least two of the following departments: blood bank, blood bank neonatal products, chemistry, coagulation, GEC, hematology, microbiology, or urinalysis. The trainer is responsible for training all staff members on current, new, and updated tasks and procedures as well as ensuring all staff members meet minimum competency expectations to perform their positions.

Duties and Responsibilities:

- Demonstrates proficiency in all principle duties of a Medical Technologist I and II.
- Trains departmental employees on techniques, procedures, and company policy.
- Clearly explains tasks and procedures and breaks down complex ideas to explain them thoroughly.
- Successfully coaches, critiques, and mentors staff members throughout the training process.
- Assists supervisor in the validation and implementation of new procedures.
- Demonstrates knowledge of departmental policies and procedures.
- Follows policies and procedures as written. Effectively makes recommendations to edit policies and procedures.
- Reviews unit activities to ensure compliance with departmental policies and federal, state, and local regulations.
- Coordinates the department's annual competency testing process and documentation.
- Listens attentively and actively and demonstrates sensitivity to non-verbal cues.
- Communicates openly.
- Creates an organized and supportive environment.
- Manages time effectively and balances multiple responsibilities.
- Patient, flexible, empathetic, nurturing.
- Interacts in a professional manner with inter-departmental teams and groups.
- Performs other duties as directed by department manager/supervisor

The above statements describe the general nature and level of work performed by people assigned to this job. This is not an exhaustive list of all the duties and responsibilities that an incumbent may be expected to perform.

Qualifications:

Education Preferred:	<p>Bachelor of Science degree in Medical Technology, Biology or Chemistry or an Associate degree in Laboratory Science or Medical Laboratory Technology or have previously qualified as a Technologist under 42 CFR 493.1433 published March 14, 1990. If HEW certified, eight years or more in the same department.</p> <p>Foreign educated candidates must provide a detailed credential evaluation from IERF (International Education Research Foundation). United States educated candidates must provide a detailed original transcript.</p>
Work Experience:	Must demonstrate competency in at least 2 laboratory departments.

<p>Physical and Mental Requirements:</p>	<ul style="list-style-type: none"> • Able to work any shift (days, evenings, nights, weekends, holidays) at either site (Shady Grove Medical Center and/or Washington Adventist Hospital) • Able to stand for long periods of time. • Physical activities include frequent walking, sitting, bending, lifting, stooping, kneeling, reaching, twisting, and squatting. • Must be able to lift 30 pounds in weight to a height of 5 feet. • Must be able to carry moderately light loads for a distance of 50 feet. • Color visions may be required for some tasks. • Must be able to tolerate an environment associated with the clinical laboratory setting which may include hazardous chemicals/specimens with unpleasant odors.
<p>Other:</p>	<ul style="list-style-type: none"> • Must possess basic theoretical and operational job knowledge—techniques, equipment, computer skills to provide applicable testing and services to patients and physicians. • Must demonstrate interpersonal skills necessary to deal courteously and effectively with customers. • Must have an ability to resolve conflict and problem solve in a professional and courteous manner. • Must have a comprehensive knowledge of the laboratory. • Must demonstrate critical thinking skills. • Must demonstrate the ability to plan, organize, and complete all work assignments, even under stressful conditions. • Must demonstrate the ability to multitask. • Must demonstrate a well-organized, thorough, and conscientious approach to performing duties. • Must possess good verbal and written communication skills. • Must maintain a well-organized, thorough, and conscientious approach to performing duties. • Must protect patient confidentiality at all times. • Required to handle biological samples and potentially hazardous chemicals. • Must possess good computer skills.

Employee Signature: _____ Date: _____