

## **Job Description and Person Specification**

### **Senior Clinical Biochemist**

#### **Permanent Vacancy**

**Reference: HR25E173**

**Closing Date for Applications: Thursday, 25<sup>th</sup> September 2025**

**Date for In Person Interviews: To Be Confirmed**

HR Business Services,  
St Vincent's University Hospital,  
Elm Park,  
Dublin 4.

Contact: +353 (1) 221 6062 or [recruitment@svuh.ie](mailto:recruitment@svuh.ie)

**Job title / Grade:** Senior Clinical Biochemist

**Professional Responsible To:** Laboratory Director and Principal Biochemists

**Operationally Responsible To:** Chief Medical Scientist – Clinical Chemistry

**Overview:** The Department of Clinical Chemistry in SVUH is a busy, dynamic, modern service. We provide routine and emergency service in clinical chemistry and immunodiagnosics, generating more than 8 million results a year, and offering assays for over 100 different analytes. Around-the-clock support is provided to ED, ICU, liver and pancreas transplant teams, *etc.* and one or more Chemical Pathology Consultants are available at all times for consultation.

The Clinical Chemistry main laboratory has just completed a major upgrade and its state-of-the-art, fully tracked and automated instrumentation consists of three Roche Diagnostics 8000 lines, two pre-analytical units and the Cobas p701 post-analytical storage and retrieval unit. There are also a number of specialist areas, including an upgraded laboratory for protein electrophoresis and serum free light chain analysis, genetic testing for hereditary haemochromatosis, measurement of biochemical markers of metabolic bone disease for adult and paediatric patients, macroprolactin testing and HBA1C analysis. Trace metal testing using ICP-MS is also currently being introduced.

The post holder will assist the Consultant Head of Department/Laboratory Manager and Senior Staff in providing a comprehensive clinical chemistry service. Prior experience with Roche Cobas analysers is desirable, as is experience of day to day IQC management within the laboratory. They will also be required to manage staff in the routine laboratory in one of their roles as Team Leader. Therefore leadership in troubleshooting and problem solving will be a requirement of this post as will strong inter-personal skills. The successful candidate will also assist in all aspects of training and upskilling of new and existing staff. They will also oversee HBA1C testing and service delivery. In addition, they may be expected to contribute to a range of more specialised scientific work requiring a high level of responsibility e.g. the selection and evaluation of new equipment, undergraduate project supervision, supervision of laboratory audits, verification of new tests and methodologies etc. The post holder will be encouraged to undertake further training and the relevant postgraduate education necessary to advance their career as a Clinical Biochemist.

**Job Title / Grade:** Senior Clinical Biochemist

**Professionally Responsible to:** Consultant Chemical Pathologist and Principal Clinical Biochemists

**Operationally Responsible to:** Chief Medical Scientist

## **Key Duties and Responsibilities**

### **1. SCIENTIFIC/QUALITY**

Support the Consultant Head of Department/ Laboratory Director, Principal Biochemists and Chief Medical Scientist for Clinical Chemistry and senior staff in the provision of the routine and specialist services to nationally and internationally acceptable standards.

- To manage and oversee the molecular diagnostic testing service.
- Assist in maintaining the practice and procedures of the Clinical Chemistry Department.
- Be professionally responsible for all aspects of the post holders own work.
- To be responsible for the laboratory equipment entrusted to his or her care.
- In conjunction with senior departmental staff, monitor and ensure the quality of analyses and services by the department with the implementation of corrective/preventive actions as required by the Consultant Head of Department/Laboratory Director and Chief Medical Scientist for Clinical Chemistry.
- To undertake routine and specialised analysis as per the demands of the service determined by the Consultant Head of Department/Laboratory Director and Chief Medical Scientist for Clinical Chemistry.
- To optimise the methods and range of SVGH Clinical Chemistry investigations by undertaking and directing evaluation, verification and validation of methods and instrumentation as required by the Consultant Head of Department/ Laboratory Director and Chief Medical Scientist for Clinical Chemistry.
- To participate in clinical and laboratory audit as required by the Consultant Head of Department/ Laboratory Director and Chief Medical Scientist for Clinical Chemistry.
- Participate in processing internal quality control and external quality assurance as required.
- To support the maintenance of the Quality Management System to INAB or any accreditation standard as deemed appropriate by the Consultant Head of Department/ Laboratory Director and Chief Medical Scientist for Clinical Chemistry.
- To monitor and ensure the quality of analyses and service provided by SVGH Clinical Chemistry, through quality control and quality assurance programmes which incorporate corrective and remedial action.
- To keep abreast of developments in clinical chemistry and the application of new techniques in Clinical Chemistry.
- To initiate, direct and participate in research and development projects as deemed appropriate by the Consultant Head of Department/Laboratory Director and Chief Medical Scientist for Clinical Chemistry.
- To collaborate with the Head of Department/Laboratory Director and other senior staff to achieve the optimal clinical biochemistry service in an efficient and cost effective manner and with due regard to regulations governing health, safety and working conditions.

### **2. CLINICAL**

- Reporting of test results as required by the Consultant Head of Department/ Laboratory Director and Chief Medical Scientist for Clinical Chemistry.

- When deemed appropriate by the Consultant Head of Department/ Laboratory Director and Chief Medical Scientist for Clinical Chemistry, to provide clinical and scientific advice to SVGH clinicians on the appropriateness and choice of clinical chemistry investigations and their interpretations.
- To participate in MDTs and clinical conferences deemed appropriate by the Consultant Head of Department/Laboratory Director and Chief Medical Scientist for Clinical Chemistry.

### **3. MANAGEMENT**

- When required by the Consultant Head of Department/Laboratory Director and Chief Medical Scientist for Clinical Chemistry, co-operate with SVGH medical and scientific staff in evaluating equipment, consumable items and research projects.
- Develop with the Laboratory Management Team procedures to be followed in preventing and managing accidents occurring in SVGH Clinical Chemistry.
- Participate in SVGH Pathology and Laboratory Medicine / external committees as required by the Consultant Head of Department/Laboratory Director and Chief Medical Scientist for Clinical Chemistry and Chief Medical Scientist.
- To participate in preparation for, and maintenance of, SVGH Clinical Chemistry accreditation.
- To undertake management duties appropriate to the post as may be assigned from time to time by the Consultant Head of Department/Laboratory Director and Chief Medical Scientist for Clinical Chemistry.

### **4. ENHANCED ROLE**

The Consultant Head of Department/Laboratory Director and Chief Medical Scientist for Clinical Chemistry may assign other roles from time to time appropriate to the post in areas such as (this list is not exhaustive)

- To assist in writing, maintaining and enforcing procedures relating to molecular diagnostic testing and its related testing equipment.
- To assist in maintaining the molecular diagnostic testing service to JCI accreditation standards.
- To align the molecular diagnostic testing service to meet the requirements of ISO 15189.
- To participate in the selection, evaluation and dispatching of samples to referral laboratories where appropriate.
- Assist with managing the Clinical Chemistry Quality Management System in conjunction with the Laboratory Management Team.

## **5. STAFF MANAGEMENT**

- To take responsibility, as required, for the day to day running of a section of the laboratory and to participate in the routine service. This includes leading and appropriately delegating the trouble shooting of problems with analysers and methodology and the reporting of the issues to senior departmental staff.
- Ensure that the team is allocated according to patients needs and achieve maximum delegation compatible with overall Hospital Policy. Co-operate with the relevant staff in developing and leading the introduction of new ideas and technologies according to SVGH Policy.
- To participate in training and supervising staff as required.
- Participate in recruitment, selection and training of scientists and lab-aides as required by the Consultant Head of Department/Laboratory Director or Chief Medical Scientist for Clinical Chemistry, with support and professional advice from the SVGH HR Departments.
- Lead by example a professional, punctual and dedicated team promoting good open communications.
- Create and promote healthy working relationships and stimulate initiative among SVGH Clinical Chemistry staff.
- Contribute to monitoring the scientific performance of staff and their ongoing competence.
- Maintain SVGH Clinical Chemistry team work, and only when necessary, take action (usually internal escalation) in accordance with the SVGH's disciplinary policy.
- Participate in monitoring staff attendance and maintenance of proper records of all personnel matters relating to attendance and leave as required by line manager.

## **6. HEALTH AND SAFETY**

- In conjunction with the Consultant Head of Department/ Laboratory Director and Chief Medical Scientist for Clinical Chemistry, Chief Medical Scientists and other senior staff, ensure that all SVGH Clinical Chemistry procedures are performed in a manner consistent with staff and patient safety and with relevant hospital and national policies and that staff attend safety training programmes.
- To contribute to the review of safety documentation with SVGH Clinical Chemistry as required.
- To attend mandatory training.

## 7. PROFESSIONAL DEVELOPMENT

Achievement of SVGH Clinical Chemistry and personal objectives are reviewed annually as part of the Personal Development Planning (PDP) process, which forms the basis for the staff annual joint review meeting with the line manager.

The post holder will be encouraged to undertake further training and the relevant postgraduate education necessary to advance their career as a Clinical Biochemist.

**The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office. This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.**

**The Hospital Structure is currently under review and therefore, reporting relationships may change.**

### Informal Enquiries or Role Specific Enquiries:

Mr Donal Murphy, Laboratory Manager, Tel: (01) 221 4510, Email: D.Murphy@st-vincent's.ie

Person Specification Factors	Essential	Desirable
Qualifications	<p>i) (a) Possess a BSc (Hons)/BA (Mod) in a subject area related to clinical Biochemistry/laboratory medicine and diagnostics or equivalent qualification.</p> <p><b>Or</b></p> <p>(b) An equivalent qualification.</p> <p><b>Or</b></p> <p>(ii)(a) Have obtained before March 2018, a degree in which Biochemistry was taken as a subject in the final examination, or equivalent.</p> <p><b>And</b></p>	

	<p>(b) Be currently employed as a Biochemist in the Irish health system</p> <p><b>And</b></p> <p>(iii) Possess an MSc (Taught or Research) (or higher qualification) in Clinical Biochemistry or relevant subject area. (MSc degree may be by examination or thesis) or equivalent qualification.</p>	
Experience (length and type)	<p>Have 3 years full time (or an aggregate of 3 years full time) post qualification experience in clinical biochemistry/related discipline.</p> <p>Candidates must possess the requisite knowledge and ability, including a high standard of suitability and management ability for the proper discharge of the duties of the office.</p>	<ul style="list-style-type: none"> <li>-Experience of Roche Cobas analysers</li> <li>-Experience of day to day IQC management &amp; troubleshooting</li> <li>-Training or mentoring experience</li> <li>-Strong IT skills</li> <li>-Strong Quality Management skills</li> <li>-Experience with Accreditation body such as INAB</li> <li>-Experience of method development and verification</li> </ul>
Core Competencies	<ul style="list-style-type: none"> <li>-Proven analytical and technical competence in a range of platforms and methodologies</li> <li>-Ability to work in a fast paced high throughput lab</li> <li>-Leadership &amp; decision making</li> <li>-Excellent communication and people skills</li> <li>-Pro-active and solution focused</li> <li>-Good problem solving skills</li> <li>-Excellent organisational and time management skills</li> </ul>	
Health	<p>Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health</p>	

	such as would indicate a reasonable prospect of ability to render regular and efficient service.	
Character	Candidates for and any person holding the office must be of good character.	

### Particulars of Office

**The appointment is:** Whole-time, Permanent, and Pensionable

Panel: A panel may be formed to fill upcoming permanent, temporary, whole and part-time vacancies over the next 6 months.

**Annual Salary:** €67,334 - €88,901 (01/08/2025) Senior Clinical Biochemist, pro rata

These particulars are subject to change in line with overall public pay policy.

**Candidates should expect to be appointed on the minimum of the salary range and in accordance with the Department of Finance guidelines.**

**Probationary Period:** The appointee shall hold office for a probationary period of six months – The Hospital's Probation and Induction policy will apply.

**Pension Scheme:** The candidate will be entered into one of the Hospital Superannuation Schemes.

**Working Hours:** The person appointed will work a basic 35 hour week. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8am – 8pm over seven days to meet the requirements for the extended day services in accordance with the terms of the Framework Agreement. (Reference HSE HR Circular 003/2009). Flexibility on hours of attendance in response to service needs will be a requirement.

**Annual leave entitlement:** 29 days per annum pro rata each year. Annual leave accrued must be taken within the duration of the contract or calendar year and as agreed between the candidate and the Head of Department.

### Additional Information

**Confidentiality:**

During the course of employment staff may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and unless acting on the instruction of an authorised officer, such information must not be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required

**Hygiene:**

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St Vincent's University Hospital's quality system to ensure the safety and wellbeing of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

**Policies / Legislation:**

All Hospital policies and procedures form an integral part an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice. Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

**Protected Disclosure Policy**

See link below for more information on our Protected Disclosure Policy as per the Protected Disclosure (Amendment) Act 2022;

[Protected Disclosures - St. Vincent's University Hospital \(stvincents.ie\)](http://www.stvincents.ie)

**Please note the following:**

- The Hospital Board is not responsible for loss or theft of personal belongings.
- Fire orders must be observed and staff must attend the fire lectures periodically
- All accidents within the department must be reported immediately.
- In line with the Safety, Health and Welfare at Work Act (2005), smoking within the Hospital Building is not permitted.
- All staff are advised to avail of Hepatitis B Vaccination with Occupational health.
- The use of personal mobile phones is prohibited.
- St. Vincent's University Hospital buildings and grounds are **smoke-free**.

**Application Process:** St. Vincent's University Hospital is an equal opportunities employer and is committed to promoting an environment free from discrimination in accordance with the Employment Equality Acts 1998 and 2004. The Hospital values diversity and recognises the benefits of having a workforce that reflects the community we serve. We are committed to equality of access to positions within the Hospital. All recruitment activity and documentation will encourage applications from all potential candidates without discrimination. Interested candidates should apply for vacancies of interest by visiting the Hospital Careers pages: <http://www.stvincents.ie/Home/Careers.html>

- Note the closing date(s) for the submission of on-line applications are specified on the list of vacancies. St. Vincent's University Hospital are not able to accept late applications.
- It is the applicant's responsibility to ensure that they apply well in advance of the closing date.
- Any applications which are still in progress but have not been submitted after the closing date will not be registered by our Web Recruitment System.

- Applications for St. Vincent's University Hospital job vacancies will only be accepted through our Web Recruitment System.
- St. Vincent's University Hospital may only take into account technical issues raised by an applicant if advised to our Human Resources Department prior to the advertised closing date.

**Non-European Economic Area Applicants:** While St. Vincent's University Hospital is an equal opportunities employer, in line with current Department of Jobs, Enterprise and Innovation Employment Permit requirements, applications from non-European Economic Area (EEA) will only be considered in the event that an EEA citizen cannot be found to fill the vacancy. Please note that if you are a NON-EEA applicant and are unable to supply documents (listed on [www.djei.ie](http://www.djei.ie)), you are not entitled to participate in this recruitment competition. This is in accordance with the EU Community Preference Rule. Further information is available at [www.djei.ie](http://www.djei.ie).

**Former Public Service employees:** Eligibility to compete may be affected where applicants were formerly employed by the Irish Public Service and previously availed of an Irish Public Service Scheme including:

- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Collective Agreement: Redundancy Payments to Public Servants

Applicants should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. This is a non-exhaustive list and any queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

**Persons in receipt of a pension from specified Superannuation Schemes:** Former Health Service and Public Sector Employees must adhere to the relevant prohibition of re-employment provisions where they have previously availed of a Public Service Voluntary Early Retirement or Ill Health Retirement Pension from any of the following Pension schemes:

- Local Government Superannuation Scheme (LGSS)
- Health Service Executive Employee Superannuation Scheme
- Voluntary Hospitals Superannuation Scheme (VHSS Officers/Non Officers)
- Nominated Health Agencies Superannuation Scheme (NHASS)
- Other Public Service Superannuation Scheme

Among the Voluntary Early Retirement Schemes referred to above are the following:

- Incentivised Scheme of Early Retirement (ISER)
- Voluntary Early Retirement Scheme 2010 (VER)

Prospective candidates must satisfy themselves as to their eligibility to be employed applying / competing for posts to be filled through this recruitment campaign.

**Abatement of Pension (Section 52 of Public Service Pensions Act 2012):** Where a person who is in receipt of a Public Service Pension (e.g. retired on voluntary age grounds) is subsequently appointed to another Public Service post, the Abatement of Pension Regulations apply. This means that in a situation where the total of a person's pension combined with their salary from their new post, exceeds the updated (current) salary of the position from which they retired, his/her pension

is reduced by any such excess amount. This provision applies irrespective of whether the relevant pension was accrued in the same Pension Scheme which applies to the new appointment, or in another Public Service Pension Scheme.

**Shortlisting:** Shortlisting will be carried out on the basis of information supplied on your curriculum vitae. The criteria for shortlisting are based on the requirements of the post as outlined in the Person Specification. Failure to include information regarding these requirements on your CV may result in you not being called forward to the next state of the recruitment process.

All overseas qualifications must be validated. No candidate can work in the Hospital without validated qualifications. If professional registration is also a requirement, candidates must provide documentation of same.

Canvassing will automatically disqualify.

Please note that you will be contacted mainly by mobile phone and email. It is important that your mobile phone number, postal address and email address are correct. It is your responsibility to ensure that you have access to your mobile voice mails and emails. We recommend that you use an email address that you have regular access to.

Competency based interviews follow the shortlisting stage of the recruitment process. Credit is awarded by the interview panel to candidates who demonstrate at interview that they possess the experience, competencies and skills listed in the person specification. Candidates will normally be given at least one weeks' notice of interview. Interviews are held in person only, no subsequent or alternative dates to dates given will be offered to candidates. All interviews are held in the HR Department of St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description. All posts are located in St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description.

**Disability:** Please let us know if you need any special assistance at interview, e.g. if you have difficulty in moving up or down stairs or have hearing or speech difficulties.

Candidates are notified of the result of their interview at the earliest possible date after the interview. The recommendation of the interview panel does not constitute a job offer. The process continues after the interview and includes clearance checks such as references, Garda clearance, occupational health clearance, validation of qualifications and experience. A job offer is made pending satisfactory clearances. SVUH reserves the right to remove candidates from specific recruitment panels and retract job offers if satisfactory clearances cannot be obtained or are deemed unsatisfactory.

*\*If you lived in any country for 6 months or more from the date of your 16th birthday other than the Republic of Ireland or Northern Ireland you will be required to provide security clearance for each jurisdiction in which you have resided. Your security clearance must be dated AFTER you left that country and cover the entire period of your residence. Seeking security clearances from other countries are the responsibility of the candidate. It is a process which can take an amount of time. Therefore we would strongly advise that you commence seeking international security clearances now*

For some recruitment competitions a panel of successful candidates may be formed as a result of the interviews. Candidates who obtain a place on the panel may, (within the life of the panel), be

considered for subsequent approved vacancies. Candidates are placed on a panel in order of merit. A panel is typically live for 6 months.  
It is normal procedure that candidates be placed on the first point of the relevant salary scale in accordance with the Department of Finance guidelines.

**Declaration:** Please read your application carefully and check for any errors or omissions. False declaration or omission in support of your application will disqualify you from appointment.

**This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.**

**Date: September 2025**