

Job Description and Person Specification

**Senior Medical Scientist
Immunology
Permanent Vacancy**

Reference: HR25E226

Closing Date for Applications: Monday, 22nd September 2025

Date for In Person Interviews: To Be Confirmed

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

Contact: 01 221 6062 or recruitment@svuh.ie

Overview: The Senior Medical Scientist post-holder will, in co-operation with the Chief Medical Scientist and the Consultant Head of Department:

- Participate in the organisation and co-ordination of a patient centred cost effective Immunology service
- Participate in the implementation and maintenance of a quality management system in Immunology.

The Department of Immunology performs a large range of tests that aid in the diagnosis of autoimmune diseases and allergy, and certain types of malignancy.

The Department is accredited to the standards to “Medical laboratories - Requirements for quality and competence” (ISO 15189:2012).

Job title / Grade: Senior Medical Scientist - Immunology

Reports to: Chief Medical Scientist, Immunology

KEY DUTIES AND RESPONSIBILITIES

General

- Participate in the development of a high quality, cost effective, patient centred Immunology service
- Participate in the implementation of a quality management programme, which is patient centred and which measures and audits performance and client satisfaction.
- Motivation of members of Immunology team, creating and promoting healthy working relationships
- Promote open communications throughout the Hospital including liaison with staff in various clinical specialties

Service

- Perform routine work to the highest standards, as determined by the Laboratory Management Team.
- Be responsible for the quality of their work and carry out their duties in accordance with Hospital policy.
- Observe the strictest confidence when dealing with all aspects of patient or Hospital information.
- In co-operation with the Consultant Head of Department and Chief Medical Scientist, participate in the introduction of new ideas and methods according to hospital policy.
- Co-operate in evaluating assays, equipment, consumable items and research projects.

- Ensure that the laboratory operates within the QMS, meeting ISO 15189 or JCI accreditation standards where appropriate
- Actively participate in internal and external quality control and quality assurance.
- Ensure that authorised SOPs are implemented for all tests and are up to date, and that all samples are processed in accordance with standard operating procedures
- Ensure that continuous quality improvement is prioritised and achieved.
- Prepare for external inspections, and co-operate with Immunology Management in recording, acting on, and closing non-conformances.
- Participate as required in the provision of appropriate statistical and management information.
- Participate as required in developing the laboratory information system for the Department.

Management

- In co-operation with the Chief Medical Scientist and the Consultant Head of Department, organisation of work and co-ordination of staff to ensure that patients' needs are met and work patterns efficiently maintained
- Participate in the implementation of operational processes to the standards of 'best practice', in order to optimise use of resources.
- Actively participate in the implementation and maintenance of the Quality Management System (QMS). This QMS is patient centred, measures and audits performance and client satisfaction, and complies with ISO 15189
- Participate in organisation of Staff Meetings and Quality & Accreditation Meetings

Education and training

- Participate in leading and training a team of skilled staff, and promotion of professional development in all staff members
- Participate in and promote continuing education and research activities
- Participate in organisation of educational meetings including seminars, journal clubs and case study sessions
- With the Chief Medical Scientist, participate in facilitating education and training of undergraduates, post-graduate students and clinicians

Health and safety

- Participate in ensuring that effective safety procedures are in place to comply with the Safety, Health and Welfare at Work Act
- Assist and co-operate with the Laboratory Management Team in developing procedures to be followed in preventing and managing accidents occurring in the Laboratory area.

Professional Development

Achievement of Laboratory 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.

Note:

The extent and speed of change in the delivery of health care is such that adaptability is essential in this position. The incumbent will be required to maintain and enhance their professional knowledge, skills and aptitudes necessary to respond to a changing situation. The Hospital is at the development stage and therefore, the job description 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 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:

Dr Eleanor Wallace, Chief Medical Scientist-Immunology
Tel: +353 (1) 221 4953. Email: eleanorwallace@svhg.ie

Person Specification

Factors	Essential	Desirable
Qualifications	<p>Candidates for appointment must:</p> <p>Be registered, or be eligible for registration, on the Medical Scientists Register maintained by the Medical Scientists Registration Board at CORU.</p> <p style="text-align: center;">OR</p> <p>Applicants who satisfy the conditions set out in Section 91 of the Health and Social Care Professionals Act 2005, (see note 1 below*), must submit proof of application for registration with the Medical Scientists Registration Board at CORU. The acceptable proof is correspondence from the Medical Scientists Registration Board at CORU confirming their application for registration as a Section 91 applicant was received by the 30th March 2021</p> <p style="text-align: center;">AND</p> <p>(ii) Possess <u>one</u> of the following NFQ Level 9 post graduate qualifications or equivalent qualification at minimum Level 9 validated by the Academy of Clinical Science and Laboratory Medicine;</p> <ul style="list-style-type: none"> • MSc Clinical Laboratory Science, Dublin Institute of Technology (DIT). • MSc Clinical Laboratory Science, Technological University Dublin (TU Dublin). • MSc Clinical Chemistry, University of Dublin, Trinity College (TCD). • MSc Biomedical Science, University of Ulster (UU). • MSc Biomedical Science, Cork Institute of Technology (CIT)/University College Cork (UCC). • MSc Biomedical Science, Munster Technological University (MTU)/University College Cork (UCC). • MSc Molecular Pathology, Dublin Institute of Technology (DIT)/University of Dublin, Trinity 	

	<p>College (TCD).</p> <ul style="list-style-type: none"> • MSc Medical Science, Atlantic Technological University (ATU) <p style="text-align: center;">OR</p> <p>(iii) An equivalent qualification at minimum Level 9 validated by the Academy of Clinical Science and Laboratory Medicine (ACSLM).</p> <p style="text-align: center;">OR</p> <p>(iv) Possess Fellowship of the Academy of Clinical Science and Laboratory Medicine awarded before July 2018.</p> <p style="text-align: center;">OR</p> <p>(v) Have attained the Fellowship examination of the Institute of Biomedical Science (Awarded prior to 1999).</p> <p style="text-align: center;">AND</p> <p>(vi) Demonstrate evidence of Continuous Professional Development.</p> <p style="text-align: center;">AND</p> <p>(vii) Provide proof of Statutory Registration on the Medical Scientists Register maintained by the Medical Scientists Registration Board at CORU <u>before a contract of employment can be issued.</u> (Applicable to Section 38 applicants only).</p> <p>Annual registration (Applicable to Section 38 Applicants only*)</p> <p>(i) On appointment practitioners must maintain annual registration on the Medical Scientists Register maintained by the Medical Registration Board at CORU.</p> <p style="text-align: center;">AND</p> <p>Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC).</p>	
Experience	Possess four years clinical experience as a medical scientist in a clinical diagnostic laboratory since qualifying	A working knowledge of Pathology quality systems e.g. INAB to ISO 15189 Standards for Medical

	<p>as a Medical Scientist</p> <p>Have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office.</p>	<p>Laboratories</p> <p>Experience of document control, performing audits and managing non-conformances.</p> <p>Experience in managing or developing laboratory information systems.</p> <p>Experience in evaluating new assays and/or equipment for introduction into laboratory.</p> <p>Experience in education & training of staff</p> <p>Experience of working in a routine Immunology laboratory</p>
Core Competencies	<ul style="list-style-type: none"> • Planning & Managing Resources • Decision Making & Judging Situations • Setting Standards & Ensuring Quality • Influencing People and Events • Managing Individual Performance • Being the communication channel • Creating Team Spirit • Being a Leader & Role Model • Embracing the Change & Service Development <p>Ability to work as a member of a team of professionals, delivering a timely progressive service to patients.</p> <p>Demonstrate a commitment to assuring high standards and strive for a patient centred service.</p> <p>Ability to actively participate, promote and encourage communications within the team and throughout the hospital.</p> <p>Demonstrate a commitment to continuing professional development.</p> <p>Demonstrate initiative, flexibility and openness to change.</p>	
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 such as would indicate a reasonable prospect of ability to render regular and efficient service.</p>	

Character	Candidates for and any person holding the office must be of good character.	
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Note 1*

Section 91 candidates are individuals who qualified before 31st March 2019 and have been engaged in the practice of the profession in the Republic of Ireland for a minimum of 2 years fulltime (or an aggregate of 2 years fulltime), between 31st March 2014 and 31st March 2019 are considered to be Section 91 applicants under the Health and Social Care Professionals Act 2005.

Note 2*

For information in relation to the type of applicants – please click on this link:

<https://coru.ie/health-and-social-care-professionals/registration/what-kind-of-applicant-am-i/>

Particulars of Office:

The appointment is: Wholetime, Permanent, Pensionable

Annual Salary: €67,334 - €88,901, Medical Scientist, Senior as at 01/08/2025, pro rata

Panel: A panel may be formed to fill temporary and permanent vacancies that may arise in the next 6 months.

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: 30 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 well being 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), 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.

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 uprated (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. All interviews are held in person 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