

Posting Number: 35891
Post: November 23, 2012
Remove: December 24, 2012
Management



London Health Sciences Centre

Coordinator, Microbiology Laboratories - Full Time London Laboratory Services Group (LLSG)

Corporate Services & Clinical Support

London Laboratory Services Group (LLSG) is a joint venture of London Health Sciences Centre (LHSC) and St. Joseph's Health Care London (St. Joseph's). LLSG provides a comprehensive range of routine and specialized laboratory testing and clinical consultation to support diagnosis and monitor treatment of patients within London, Southwestern Ontario, nationally and internationally. Take advantage of this opportunity to join an established team of technologists and medical microbiologists in a new laboratory facility located at the Victoria Hospital site of LHSC.

Reporting to the Manager, General and Specialty Laboratories, the Coordinator, Microbiology Laboratories provides administrative leadership and oversees the activities of the Microbiology Laboratories. This position liaises with the Section Heads of each of the laboratories within Microbiology as well as the Medical Leader, Microbiology in the development of and compliance with policies, processes and procedures, including the development and monitoring of quality programs to ensure good laboratory practices and applicable standards are followed while following LEAN principles.

80% of the Coordinator's time will be spent on front-line management support and day-to-day operations of the laboratories. The remaining 20% of time will be spent on administrative responsibilities which include acting as an administrative resource; managing human and material resources; and providing input to the Manager on departmental budgets. One focus of the role is fostering effective working relationships and linkages with other teams and departments across the organization and within the region. The Microbiology Laboratory is a participant in regional systems that support donor to patient tissue transplantation.

This is a unique career-building opportunity to showcase your strengths and talents. Applicants who possess the following critical competencies and qualifications are encouraged to apply.

Critical Management Competencies:

- Holding Self & Others Accountable
- Service, Quality & Safety Orientation
- Developing Others
- Business Acumen

Other Management Competencies:

- Visionary Leadership
- Strategic Orientation
- Interpersonal Sensitivity
- Leadership Presence
- Results Orientation
- Impact and Influence

Qualifications:

- Current Certificate of Registration from the College of Medical Laboratory Technologists of Ontario (CMLTO)
- Successful completion of Registered Technologist (RT) certification with the Canadian Society of Medical Laboratory Sciences (CSMLS)
- Successful completion of a recognized Baccalaureate Degree program or Advanced Registered Technologist (ART) certification, or equivalent acceptable to the Hospital, preferred
- Minimum five (5) years technical expertise in Microbiology, preferably in an acute care academic teaching hospital
- Minimum two (2) years progressively more responsible experience in a leadership role with experience, knowledge and comprehensive understanding of labour in a unionized environment an asset; OPSEU environment and hospital operations preferred
- Completion or willingness to complete the LHSC Emerging Leaders Program with the added LLSG components
- Knowledge of Ontario Laboratory Accreditation (OLA) standards preferred
- Fluent with computer systems such as email, word processing, spreadsheet applications, presentations, etc.
- Demonstrated behaviours supporting our Core Values of Respect, Trust and Collaboration
- Demonstrated knowledge of and commitment to patient and staff safety
- Demonstrated commitment to the development of professional practice, mentorship, life-long learning and excellence in patient care
- Demonstrated experience with the principles and practice of Shared Leadership
- Knowledge & experience with LEAN processes, project management courses and LHSC-offered business management courses an asset
- Understanding of and experience with workload measurement, staffing/scheduling and budgeting an asset; proven experience scheduling staff rotations for 24/7 environment, including call back preferred
- Familiarity with Standards for MIS and Workload Measurement System (WMS) preferred
- A track record of successful transition/change management, including excellent decision-making, planning and evaluation skills
- Strong participatory leadership, team building and organizational skills, demonstrated leadership abilities to inspire and lead others
- Excellent and effective abilities in both written communication skills to prepare reports, recommendations and counsel inquiries by senior management and verbal communication skills to deliver one on one coaching, lead staff meetings, and present to all levels of management
- Highly developed critical thinking skills and ability to conceptualize, analyze and solve problems
- Strong negotiation and conflict resolution skills with recognition and understanding of Emotional Intelligence (EI) and how EI is applied in practical situations with the ability to assess emotional factors
- Strong organization skills and ability to coordinate, prioritize multiple tasks in a constantly changing, diverse, demanding work environment
- Demonstrated ability to attend work on a regular basis

We foster a culture of patient and staff safety whereby all employees are guided by LHSC's Mission, Vision, Values and Code of Conduct. If interested in this leadership opportunity, please prepare your submission and forward to Julie Webster-Rogers no later than December 24, 2012.

Submission Requirements: (submit electronically by deadline date)

- Cover Letter, Resume and Listing of Education, Credentials & Certifications
- Written summary identifying how you demonstrate LHSC Core Values (less than 150 words)

Julie Webster-Rogers, Management Recruitment Consultant
LHSC Human Resources

Email: julie.websterrogers@lhsc.on.ca