



The Cayman Islands Health Services Authority, is the principal healthcare service provider in the Cayman Islands, offering the most comprehensive range of inpatient, outpatient, and public health services through a 124-bed hospital and four District Health Centres on Grand Cayman, an 18-bed hospital in Cayman Brac and a satellite outpatient clinic in Little Cayman.

We invite applications for the following position:

MEDICAL MICROBIOLOGIST

Salary range: CI\$132,884 – CI\$159,852 per annum

The Medical Microbiologist oversees and coordinates the daily microbiological testing, diagnostic and susceptibility testing and reporting of results at the microbiology laboratory. Assists clinicians with the management of infectious cases by providing guidance on appropriate testing and antimicrobial therapy.

Primary Responsibilities: The postholder is responsible for overseeing the activities of the Molecular Biology Lab, including virology studies and genomic testing. Performs proficiency testing from relevant external agencies to show continued compliance with established quality system. Produces antibiograms in keeping with current epidemiological requirements, reports and certificates including interpretation where applicable, in a timely manner that meets the needs of the customer. Postholder provides advice to clinicians regarding the interpretation of results and appropriateness of further investigation in infectious cases. This includes advice regarding antimicrobial therapy, outbreak investigation and management in the hospital setting. Coordinates infection control and preventative measures as part of the Infection Control Committee.

Qualifications and Experience: The minimum qualifications for the role are a medical doctor with a Doctor of Medicine in Medical Microbiology or other suitable post graduate training in Medical Microbiology. Successful candidate must have a minimum of three (3) years clinical experience in a tertiary hospital catering to all patient demographics. Must have experience working with chemical and bio-hazardous substances. Postholder should have served on an infection prevention and committee or equivalent board at a healthcare institution. Must be knowledgeable of quality assurance and accreditation processes and be a part of the accreditation team. The post holder will be affiliated to a reputable and relevant professional scientific body(s), such as the Caribbean Association of clinical microbiologists, or American Society of Microbiologists etc. and will always adhere to their professional code of conduct. The ability to effectively communicate complex scientific information to non-scientists is required.

A remuneration and benefit package, commensurate with experience and qualifications will be offered to the successful candidates of these posts. If you are interested in joining our dynamic team of professionals, please forward your resume and HSA application online to: hsa.jobs@hsa.ky using PDF format.

IMPORTANT: All resumes must be accompanied by a HSA Application Form or they will not be considered for processing without this.

Covid19 Vaccine is required for employment with the Health Services Authority

Deadline for all positions: December 12, 2021

Job Description

Job title	<i>Consultant Medical Microbiologist</i>	Job Holder	<i>Open</i>
Reports to	<i>HOD Internal Medicine</i>	Section	<i>Internal Medicine</i>

Background Information

The Cayman Islands Health Services Authority (“HSA”) provides and administers health care services and public health functions for residents of the Cayman Islands in accordance with the National Strategic Plan for Health.

Services are delivered primarily through the 124-beds at the Cayman Islands Hospital (the country’s principal health care facility), and the 18-beds at the Faith Hospital on Cayman Brac. Ancillary services are offered at district health centres, and clinics for dental and ophthalmologic care. Residents of Little Cayman can access care through the island’s clinic which is a purpose-built facility.

Job purpose

- The primary role of the post-holder is to oversee and coordinate the microbiological testing and reporting of results at the clinical laboratory.
- Oversee the activities of the Molecular Biology Lab, including virology studies and genomic testing.
- A secondary role of the post holder is to assist clinicians with the management of infectious cases by providing guidance on appropriate testing and antimicrobial therapy.

Dimensions

The post holder generally works under their own initiative but primarily oversees the daily testing and reporting performed by the microbiology laboratory including diagnostic and susceptibility testing.

The post holder shall demonstrate good communication skills with laboratory staff and with other hospital departments and internal / external clients and customers.

Duties and responsibilities

Duties: Clinical

- Provide advice to clinicians regarding the interpretation of results and appropriateness of further investigation in infectious cases.
- Provide advice regarding antimicrobial therapy.
- Coordinate infection control and prevention measures as a member of the Infection Control Committee.

- Institution of antimicrobial stewardship program and development of hospital antimicrobial guidelines.
- Assist with outbreak investigation and management in the hospital setting.
- Streamline communication between various healthcare team including public health official to improve processing of samples to diagnose and control infectious diseases.

Duties: Scientific

- Produce antibiograms in keeping with current epidemiological requirements.
- Produce reports / certificates including interpretation where applicable, to all customers and clients in a timely manner that meets the needs of the customer.
- Conduct technical and administrative reviews of cases of interest.
- Perform proficiency testing from relevant external agencies to show continued compliance with established quality system.
- Develop/modify new or existing methodologies applicable to meet the needs of the hospital and its clients.
- Oversee the activities of the Molecular Biology Lab, including virology studies and genomic testing.
- Validate new methods or new instrumentation, including revalidation of methods if necessary.
- Conduct continuous professional development, keeping abreast of new techniques, research and developments in clinical microbiology.

Duties: General

- Behave in a professional and appropriate manner at all times.
- Perform any other relevant duties that are assigned as part of the job.
- Build and maintain positive working relationships between the laboratory and clinical teams.

Qualifications, Experience & Skills Requirement

Education

The minimum qualifications for the role are a medical doctor with a Doctor of Medicine in Medical Microbiology or other suitable post graduate training in Medical Microbiology. A minimum of three (3) years clinical experience in a tertiary hospital catering to all patient demographics.

Experience

- The post holder should have served on an infection prevention and committee or equivalent board at a healthcare institution.
- The post holder should have knowledge of quality assurance and accreditation processes and be sit on the accreditation team.

Specialized Knowledge, Skills, and Abilities

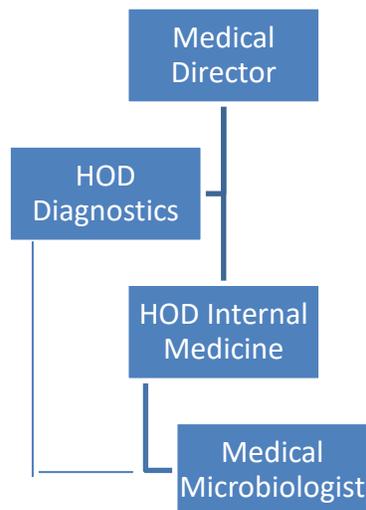
- Ability to read, speak and write English proficiently.
Has a working knowledge of computers, computer networks, and computer database management.
- Ability to work independently.

- Must be flexible with the ability to work under pressure and time restraints and have the ability to prioritize personal work.
- Handle sensitive and confidential information in a professional manner at all times.
- Have documentation of yearly continuing education.
- Experience of working with chemical and bio-hazardous substances.
- Ability to effectively communicate complex scientific information to non-scientists.
- Solid written and oral communication skills including public speaking.
- Ability to provide a high standard of customer service to stakeholders and customers/clients.

Professional Certification

The post holder will be affiliated to a reputable and relevant professional scientific body(s), such as the Caribbean Association of clinical microbiologists, or American Society of Microbiologists etc. and will adhere to their professional code of conduct at all times.

Reporting Relationship



Direct reports

There are no direct reports, but the Medical Microbiologist is responsible to provide oversight for the microbiology unit of the pathology lab and the Molecular Biology unit of the Forensics Department.

Other Working Relationships

The post-holder is expected to establish and maintain effective relationships with the Technical Leaders in the various scientific disciplines which are practiced within the microbiology laboratory, including the hospital's pathologist, molecular biologists and the HSA Accreditation Manager.

Decision Making Authority and Controls

The post-holder has a large degree of autonomy and is expected to oversee the operations of the microbiology functions of the Pathology lab as well as the molecular biology unit of the Forensics unit, on a day-to-day basis in a professional and appropriate manner at all times.

All work undertaken by the laboratory is conducted to set turnaround times. However, in some circumstances the work is of an urgent nature and must be completed to timescales set by customers. For this reason, the post holder must be able to prioritise their work accordingly.

Accountable that all services adhere to the forensic and pathology department's quality assurance program and ensure compliance within those activities to which it applies, and with the international standards with which it is accredited.

Working conditions

Normal working hours for the laboratory are 8:30AM to 5:00PM. However, the post-holder is expected to be available to process casework that is urgent where necessary.

The post-holder will be exposed to corrosive chemicals and biohazardous material and health and safety precautions of handling such material must be strictly adhered to at all times.

Physical requirements

The post-holder must be comfortable working in less-than-optimal environmental conditions. May be required to work off-site at times and in various locations.

Incumbent will be working for long hours with a microscope.

Problem/Key Features

Since the post-holder will have access to sensitive and confidential information, they will have to sign a confidentiality form and undergo a comprehensive police security check prior to employment.

Evaluation Metrics

- Continued compliance with professional standards.
- Continued medical education in compliance with measures set out by the Medical and Dental Council of the Cayman Islands
- Special project(s), if assigned, completed.

Approved by:	<i>Dr. Delroy Jefferson</i>
Date approved:	<i>August 27, 2021</i>
Reviewed:	
Next Review	<i>August 27, 2023</i>