

## Medical Laboratory Technologist

### About Us

The town of Hanover has a bit of history, local celebration, entertainment and is an all-around good time. Whatever your season, there are opportunities to enjoy what the area has to offer. Centrally located to beaches, skiing, provincial parks, golfing, and cottage country, there is never a dull moment. The town of Hanover boasts numerous amenities including exceptional recreational, cultural, educational and employment opportunities that all contribute to a fantastic quality of life at an affordable rate.

Hanover and District Hospital (HDH) provides a safe and supportive health care network to grow your career by being strongly committed to creating and maintaining a workplace of choice where you (staff) are recognized and valued. We are committed to investing in you to ensure that you have the required support, training and resources to deliver the best care possible.

HDH endeavours to promote a positive work culture and strives for work-life balance. We actively participate in developing initiatives that encourage these ideals, promote interdepartmental collaboration and establish HDH as a Rural Centre of Healthcare Excellence. Our most recent Staff Satisfaction Survey resulted in 94% of staff rating HDH as a good, very good, or excellent place to work!

HDH is Accredited with Exemplary Standing, the highest rating a Canadian hospital can receive and works closely with its partners to provide a full range of primary acute care hospital services and selected secondary services to meet the needs of the population.

A hospital system built for and by the community, we continue to provide uninterrupted services to meet the needs of a growing population, creating opportunities for growth. Guided by our accomplished senior leadership team, together we are driving our mission of providing exceptional care forward.

At HDH, we invest in careers that go beyond where health care professionals like you can achieve their goals and find deep personal and professional fulfillment.

Currently, this MLT position includes the successful applicant to be on-call. This on call portion is only temporary. We need you to help us move towards a 24/7 model.

Join our team today!

## **DUTIES & RESPONSIBILITIES:**

- As part of a team, performs pre-analytical, analytical and post analytical functions in routine Biochemistry, Hematology, Transfusion Medicine, Coagulation and specimen procurement.
- Rotates work stations as required and performs other related duties as determined by their Manager/Charge Technologist.
- Prioritizes workload and ensures work, including STATS are completed in the required time frame.
- Identifies abnormalities in test results and takes appropriate action; if necessary to seek advice from appropriate resources.
- Reports and documents unexpected or non-conforming events/incidents.
- Prepares, authorizes and interprets laboratory results.
- Responds to all inquiries regarding specimen collection, results and interpretation.
- Performs routine and preventative maintenance, calibration and troubleshooting on laboratory instruments.
- Follows SOPs in the completion of all duties.
- Adheres to all elements of the quality program including testing appropriate QC samples, performing QA activities, and, assessing results.
- Participates in the development and maintenance of the quality management system by providing feedback on SOPS.
- Liaises with internal and external customers.
- Adheres to the laboratory safety program.
- Participates in material management, inventory management, safety management, performance management and quality assurance.
- Participates in the training of technologists, laboratory students, high school students, medical students and residents.
- Participates in development activities and continuing education.
- Participates in test development and validation
- Other duties, as required.

## **QUALIFICATIONS:**

- CMLTO Registration required;
- CSMLS or MLPOA Certification required;
- Experience in Hematology, Chemistry, and Transfusion Medicine preferred;
- Willingness and ability to upgrade through continuing education programs required;
- Good customer service, interpersonal and telephone skills required;
- Good organizational, time management and prioritization skills required;
- Good verbal and written communication skills required;
- Good problem solving skills required;
- Computer literacy required. Cerner experience preferred;
- Ability to produce high quality work in accordance with Hospital standards required;
- Ability to work effectively and efficiently in a fast paced environment required;
- Ability to work effectively and efficiently under stressful situations required;
- Ability to work effectively as a team member required; and
- Ability to work alone on evenings and weekends (including call) required.

- Vaccines (Covid-19 and others) are a requirement of the job unless you have an exemption on a medical ground pursuant to the Ontario Human Rights Code

**HOURS: Must be willing and able to work all shifts on days, evening, nights, weekends and statutory holidays.**

Interested applicants should apply to  
Human Resources  
Hanover and District Hospital  
Email: [hr@hdhospital.ca](mailto:hr@hdhospital.ca)

The Hanover and District Hospital is committed to being an equal opportunity employer. Please advise Human Resources if you require accommodation during the recruitment process.