

Clinical Pathologist

Key Accountabilities & Duties	
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Clinical Laboratory Functions	Oversight of the Clinical laboratory including general laboratory, chemistry, endocrine and point-of-care testing. This will include helping leads to pursuit and maintenance of laboratory operation and manage the laboratory effectively.
	Uses available health care resources appropriately and effectively.
	Works effectively and efficiently in the provision of pathology services.
	Provides clinical direction to the laboratory staff as well as to the management.
	Consults effectively with other medical practitioners and health care professionals.
	Contributes effectively to other inter-disciplinary team activities such as peer review sessions and other education, research and quality activities.
	Identifies the important determinants of health, which affect patients.
	Contributes to improving the health of patients and of the community.
	Participation in committees relevant to Pathology and Clinical Laboratory testing within PHCC.
	Assist in coordination of fellows /residents' education within the Laboratory.
	Assist in the establishment and monitoring of quality improvement and utilization review.
	Continuous review of the testing menu offered by the laboratory in order to identify obsolete tests and areas where introduction of new testing is warranted
	Continuous review of instrumentation in the core laboratory with a view to update and upgrade the testing technology utilized in the LAB to achieve improved workflow as well as cost effectiveness
	Adheres to PHCC's standards as they appear in the Code of Conduct and Conflict of Interest policies
	Supports the corporate and national screening programs from time to time wherever laboratory services are needed
Quality Management and Process Improvement	Ultimate responsibility for the test results, the quality and safety standards of the laboratory, advising clinicians on the interpretation of test results and the further investigation of the patient as required.
	Primarily responsible for ensuring accreditation requirements are met at all times
	Assist in establishment of standards for delivery of diagnostic and consultative services in Clinical Laboratory.
	Determination of the range and scope of the Laboratory tests in consultation with PHCC clinicians
	Clinical interpretation of diagnostic tests and an understanding of the nature and causation of disease processes
	Understanding the principles of analysis and technical details of tests used to diagnose and monitor disease
	Development and assessment of new testing methodologies

	Know the appropriate test to be performed: in a specific clinical situation (“the right test at the right time for the right patient”)
	Interpretation of individual and groups of test results and the significance these results will have on patient management
	Expert in quality methodologies in the laboratory, in safety requirements for laboratories, in the effect of disease and therapy on laboratory tests
	Clinically oversight of quality assurance and management of specific areas of the clinical laboratory in association with the laboratory Leads and technologists.
	Consultation and advice regarding the appropriate investigation of patients, suspected of diseases that influence measurable in the laboratory
	Interpretation of laboratory information derived from Laboratory tests for diagnosis and management of patients
	Identification of specialized testing appropriate for patients.
	Consultation and advice regarding the appropriate utilization of tests by PHCC clinicians and monitoring of areas of over- and under-utilization.
	Assisting clinicians in development of test algorithms for diagnosis of complex disorders
	Assist in the implementation of the PHCC point of care testing policy within PHCC and its appropriate utilization in specialized areas.
	Support health center management in promoting good internal and external communications and where required acts as the lead spokesperson
Training and Mentoring Role	Education of trainees in the Laboratory and graduate/postgraduate programs at PHCC, including pathology residency programs
	Informal and formal education in the clinical laboratory setting, seminars, and rounds
	Initiation and implementation of continuing education programs for laboratory technologists within the Laboratory (e.g. biochemistry rounds, invited seminars, symposia, teleconferences)
	Updating physicians of new developments and trends in Clinical Laboratory.
	Develops and monitors a personal continuing education strategy
	Critically appraises sources of medical information and applies them in appropriate ways to the practice of pathology
	Develops training and education sessions for medical practitioners undergoing residency training in pathology and in pathology for medical students, laboratory technicians/technologists and other health professionals.
	Contributes to the development of new knowledge and research
Communication	Able to understand the needs of the clinician and the patient from the perspective of delivery of pathology services
	Able to provide clear and unambiguous laboratory result interpretations to discuss the implications of testing and further methods of testing available to the treating clinicians to assist in the diagnosis and management of their patients
	Communicates with other staff in the laboratory about testing methodologies, quality control techniques and delineating protocols for the issuing of results
	Communicates with administrators and senior management as required to ensure laboratory medicine is given appropriate support

	Communicates with other clinical specialists and pathologists on issues of patient care and professional practice and in seeking and providing referral opinion on difficult cases
	Maintain high standards of professional integrity and respect for others in all dealings with service users, colleagues, other professionals and members of the public
Other Roles	The incumbent will undertake any such related duties or responsibilities as directed.
	The incumbent may delegate selected duties and/or responsibilities to qualified personnel in case of his/her absence; however, he/she shall maintain the ultimate responsibility for the overall operation and administration of the laboratory.
Confidentiality of Information	Ensure high standards of confidentiality to safeguard any sensitive information

Minimum Job Requirements	
Education Requirements	Primary medical degree from a recognized medical school. Board certification or fellowship/membership or equivalent in Clinical Pathology
Certification, license or training Requirements	<ul style="list-style-type: none"> Active license to practice in home country or country of training (or equivalent certification). QCHP License as Clinical Pathologist. American Society for Clinical Pathology is preferable.
Experience & Knowledge	<ul style="list-style-type: none"> Minimum 5 years of experience as a medical doctor. In addition to number of years required after the recognized specialty qualification based on the qualification list from Qatar Council for Healthcare Practitioners.
Skills Requirements	<ul style="list-style-type: none"> Strong Medical Knowledge of established and evolving practice, Diagnostics, Therapeutics and training. Demonstrated ability to coordinate with varied staff efficiently. Strong organizational skills. Customer service oriented. Flexibility and responsiveness to changing workloads. Excellent communication skills. Proficiency with Microsoft Office suite. Fluency in written and spoken English