JOB TITLE
DIRECTORATE OF XXX

Closing date: 11 June 2021
Interview date: 23 June 2021
Reference number: ARU026A
INTRODUCTION

The Aberdeen Fertility Centre provides IVF/ICSI, and frozen embryo transfer treatment and also has an extensive egg and sperm donation programme. The Centre has been providing patients in Grampian, Highland, Orkney and Shetland with a full range of fertility services for over 35 years. The Centre has been involved in many notable Scottish achievements (first live birth following IVF treatment, first egg donation live birth, first frozen embryo live birth, first ICSI live birth, first live birth following surgical sperm retrieval and first ISO certified unit in Scotland).

The advertised post therefore affords the successful candidate the opportunity to join a clinic with a long-standing history of excellence in both clinical services and research.

JOB DESCRIPTION

MAIN PURPOSE OF THE ROLE:

The clinical embryologist would work as part of the scientific team and will contribute to the strategic direction of the Embryology and Andrology Laboratories at AFC. To use appropriate scientific knowledge, skill and expertise to provide a high-quality embryology and andrology service for patients undergoing fertility treatment within the legislation in the Human Fertilisation and Embryology (HFE) Act and the HFE Authority Code of Practice. It is expected that the clinical experience and knowledge would be utilised in this position to support the laboratory manager to provide a high standard of IVF service which incorporates the latest evidence and best practices.

KEY RESPONSIBILITIES:

The Clinical Embryologist will:

• Provide a high standard of embryology and andrology service within AFC for the treatment of patients undergoing fertility treatment ensuring safe and responsible handling and identification of gametes and embryos in accordance to the HFEA code of practice. This service includes the creation and maintenance of frozen gametes and embryo banks.

• To maintain accurate confidential laboratory and patient records including entering clinical data into a specialist database and to perform audits of all aspects of the service and undertake data analysis.

• To use expertise and knowledge to make daily decisions of a complex, non-routine nature, which affect the outcome of clinical treatment.

• Communicate daily with patients conveying complicated information regarding their treatment in an easily understood format and obtaining informed consent for the use and storage of gametes and embryos.

• Maintain and enhance knowledge and experience through Association of Clinical Embryologists continuous professional development (CPD) scheme which is approved by the Health and Care Professions Council.

AT A GLANCE

SALARY:
Grade 7
(£41,526 - £49,552 per annum)

HOURS OF WORK: Full-time (37.5 hours per week)

CONTRACT TYPE: Substantive
• To assist the Laboratory manager in developing laboratory policies and regularly reviewing standard operating procedure and partaking in audits to develop and improve the service.

• To be responsible for the day to day management of the donor programme within the laboratory and to attend national donor group meetings where required and be responsible for ensuring that the centre adheres to the HFEA code of practice for the donor programme.

• To support the laboratory manager to ensure all appropriate equipment validation is undertaken and all daily and monthly monitoring of critical equipment is undertaken.

• To partake in the training of junior embryologists using scientific knowledge and expertise gained during clinical laboratory experience.

• To take part in the rota of duties including on-call and weekend work and to work flexibly to perform tasks as and when necessary including out of normal working hours.
CANDIDATE BACKGROUND

We are looking to recruit an enthusiastic and motivated person with excellent interpersonal skills, a team player, someone who can work independently and has good attention to detail to join our laboratory team in Aberdeen. The candidate should possess a relevant biological science degree and be registered as a Clinical Embryologist with the Health and Care Professions Council (HCPC) and therefore be able to provide a high-quality IVF service for patients. It is expected that the person will have some clinical experience post registration and is someone who wishes to expand on their clinical experience and take on specific areas of responsibility within Aberdeen Fertility Centre (AFC) based at Aberdeen Maternity Hospital.

Active research programmes exist in reproductive medicine and as such you should have a demonstrable interest in research. All research will comply with Aberdeen University Guidelines on Research Governance.

TERMS OF APPOINTMENT

Salary will be at the appropriate point on the Grade 7 salary scale, (£41,526 - £49,552 per annum) and negotiable with placement according to qualifications and experience.

Any appointment will be made subject to satisfactory references and probation period.

For further information on various staff benefits and policies please visit www.abdn.ac.uk/staffnet/working-here

This role is based in the UK and as such the successful candidate will be required to live and work in the UK.

This post does not meet the minimum requirements for visa sponsorship under the Skilled Worker Route. We are therefore unable to consider applicants for this post that require sponsorship to work in the UK.
## Person Specification

### Education/Qualifications

**Academic, technical and professional education and training**

- A scientific or relevant degree.
- State registered as a Clinical Embryologist through the Health & Care Professions Council (HCPC).
- Clinical experience in an IVF laboratory working as a Clinical Embryologist post HCPC registration.
- Fully trained in all protocols to carry out embryology and andrology processes associated with IVF treatment.
- An MSc or PhD in a relevant scientific area.
- Knowledge of databases and entering patient information and laboratory results.
- Experience of being involved in a donor programme for gametes and embryos and importing donor gamete samples from donor banks.

### Work and Other relevant experience (including training)

**e.g. Specialist knowledge, levels of experience, supervisory experience, research**

- ICSI practitioner.
- Experienced in Vitrification
- Experience of training and supervising junior embryologists

### Personal qualities and abilities

**e.g. initiative, leadership, ability to work on own or with others, communication skills**

- Excellent communication skills, both written and oral.
- Ability to work independently and as part of a team.
- Good Interpersonal and organisational skills
- Able to maintain accurate records of work undertaken
- Ability to work to a high level in a logical manner, sometimes under pressure.
- Good attention to detail.
- Experience in a leadership role

### Other

**e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.**

- Flexible working pattern which includes weekends. Rota of 1:4 including on call for one week.
The University of Aberdeen is a broad based, research intensive University, and we put students at the centre of everything we do. Outstanding in a wide range of discipline areas, Aberdeen is credited for its international reach and commercialisation of research ideas into spin out companies. The University has over 16,000 matriculated students and 3,600 staff representing 130 nationalities. We encourage bold thinking, creativity and innovation, and we nurture ambition with many opportunities for professional and personal development in an inclusive learning environment which challenges and inspires.

CURRENT CONTEXT
The University continues to build on the achievements above. Underpinning our high performance and significant growth is a £100m investment in Aberdeen’s estate which will include the completion of a new Science Teaching Hub, the regeneration of the historic King’s Quarter and a new Business School building. The University has also invested in 50 new academic posts and in 2020 launched five interdisciplinary, cross-institution Research Centres that will catalyse world-leading research in our areas of strength. Our five Interdisciplinary Challenges are: Energy Transition; Social Inclusion and Cultural Diversity; Environment and Biodiversity; Data and Artificial Intelligence; and Health, Nutrition and Wellbeing.

In 2017 we received the Queen’s Anniversary Prize, awarded to recognise the world-class excellence in innovation and practical benefit to people and society. The University was given this award for health service research leading to improvements in academic and clinical practice and delivery of health care.

INTERNATIONAL
Aberdeen is increasing its international presence, positioning the University as a global organisation and building on established global partnerships in e.g. Qatar, China, North America, Europe. We feature in the top 50 institutions worldwide for international students¹ and have been named 32nd in the world for International Outlook². The University of Aberdeen is proud to be the first UK University to operate on a dedicated campus in Qatar. Phase 1 of this partnership with AFG College has successfully recruited over 600 students. Phase 2 will see the creation of a substantially larger campus, with capacity for at least 5,000 students and research activity. For further information on our Qatar campus visit www.abdn.ac.uk/qatar.

¹ Times Higher Education World University Rankings 2021
² QS World University Rankings 2021
ABERDEEN 2040

On our 525th anniversary as a University we launched Aberdeen 2040, our strategic vision for the next 20 years. Four strategic themes will shape our learning and discovery, underlined by 20 commitments we have made against each theme:

### Inclusive
We welcome students, staff and partners from all backgrounds, organisations and communities. We value diversity.

### International
We connect with others and extend our networks and partnerships around the world. We think across borders.

### Interdisciplinary
We innovate in education and research by generating, sharing and applying new kinds of knowledge. We learn together.

### Sustainable
We understand and nurture our environment, and take care of our resources, including our people and our finance. We work responsibly.

### OUR EDUCATION
Recognised as the Scottish University of the Year in the Times and Sunday Times Good University Guide 2019, we remain true to our roots as an ancient Scottish university, combining breadth and depth in our degree programmes and drawing strength from the quality of our research. Our flexible curriculum encourages students to grow as independent learners and therefore to thrive as graduates in the diverse workplaces of the future. Our education is open to all and we are setting ambitious targets to further widen access.

### OUR RESEARCH
Researchers at the University of Aberdeen have been at the forefront of innovation and excellence throughout the centuries, generating insights in medicine, science, engineering, law, social sciences, arts and humanities. This research has contributed to five Nobel prizes as well as other awards such as the Queen’s Anniversary prize. Our research is intellectually rigorous working within our established areas of excellence as well as new methods of enquiry. We will continue to generate new knowledge addressing economic and societal issues with ambition and imagination, ensuring that it is globally excellent and locally relevant.
ABERDEEN AND ABERDEENSHIRE

Scotland’s third largest city, Aberdeen sits on the coast between the mountains of Aberdeenshire and the stunning North Sea coastline. The Aberdeen City region, is a can-do place that is actively investing, at scale, in its future.

Renowned as a Global Energy Hub, Aberdeen is a vibrant, entrepreneurial region, home to a unique mix of business opportunities and specialist skills across various sectors including energy, technology, life sciences and food & drink. More than 20% of Scotland’s top business are located in this region which is taking great strides to ensure that it continues to compete on a world stage. Investments of more than £10 billion of public and private infrastructure is due to be delivered before 2030, marking an exciting time to be part of a genuine world-class location.

Built from sparkling local granite Aberdeen has earned the name of the Silver City. As the energy capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live, work and study. Due to its global business and international energy industry credentials, Aberdeen is well served by local and national transport infrastructure with excellent rail networks that run both North and South of Scotland and the rest of the UK. It also acts as an international travel hub. Flying time to London is just over one hour with regular daily flights and serves international travel to European centres such as Amsterdam (Schiphol) and Paris (Charles de-Gaulle) as well as flights to other European destinations.

The City and the surrounding countryside provide a variety of urban, seaside and country attractions. Aberdeen has first class amenities including His Majesty’s Theatre, Music Hall, Art Gallery, the P&J Arena, Museums, and Beach Leisure Centre. The City is framed by its accessible beach front which is within a short walk of the city centre and there are an array of activities available across the region such as hill walking; mountaineering; sailing; surfing; salmon, trout and sea fishing; golf; sailing; surfing and windsurfing. The surrounding countryside, known as Aberdeenshire, is also one of Scotland’s most appealing regions. Royal Deeside and the Cairngorms National Park are within easy access of the city, and there are a variety of towns and villages scattered along the coastline.

The city and the surrounding area have ranked consistently highly in nationally recognised quality of life surveys, coming out top 10 as one of the best places to live in Scotland in 2020 in the annual Bank of Scotland survey.

To find our more visit www.visitabdn.com
EQUALITY AND DIVERSITY

The University values a diverse working environment and recognises the benefits this can bring. The University is keen to receive applications from individuals from across all of the equality protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).

The University supports opportunities for flexible working for a range of reasons and has policies in place to facilitate this. The policies can be found at www.abdn.ac.uk/staffnet/working-here/flexible-working--5607

The University’s commitment to gender equality has been recognised through the achievement of an Athena SWAN Bronze award at an institutional level and across all its subject areas. The University is also a Stonewall Diversity Champion to further LGBT+ equality.

The University is signed up to Advance HE’s Race Equality Charter, affirming the University’s commitment to the charter’s aim of improving the representation, progression and success of minority ethnic staff and students within higher education.

Candidates who are British Sign Language (BSL) users can contact us directly by using contact SCOTLAND-BSL.

The University is delighted to be accredited as a Disability Confident employer and strives to ensure that disabled staff and students have the opportunity to work and study in an inclusive, accessible and supportive environment.

www.abdn.ac.uk/staffnet/governance/equality-and-diversity-277

HOW TO APPLY

Online application forms are available at www.abdn.ac.uk/jobs

The closing date for receipt of applications is 11 June 2021

Should you wish to make an informal enquiry please contact:
Dr Elizabeth Ferguson, 01224 551974 e.ferguson@abdn.ac.uk
or Mrs Alison Mctavish, 01224 554482 a.r.mctavish@abdn.ac.uk

Please do not send application forms or CVs to Dr Ferguson or Mrs Alison Mctavish

Please quote reference number ARU026A on all correspondence