

Plan Your Career at HNL LAB MEDICINE



Two traditional methods used to develop and progress within a career include:

Career Ladders: progression of jobs in an organization's specific occupational fields that depict the career trajectory of employees within that field as they progress to positions with increasing responsibility and accompanying pay.

Career Pathways: varied forms of career progression, including the traditional vertical career ladders (described above), career progression both within and outside an organization, and advancing one's education to prepare for future positions or careers.

HNL Lab Medicine has both clinical/scientific and non-clinical career opportunities available.

A career in Laboratory Medicine provides clinical and anatomic career paths, allowing you to play a vital role in diagnosing, treating, managing, and preventing disease, using state-of-the-art biomedical instrumentation and manual methods to provide laboratory results to clinicians.

Clinical Laboratory Services

Career choices are not limited to strictly scientific or technical work but include other disciplines such as teaching, healthcare administration, industrial applications, information technology, and research.

Career Opportunities at HNL Lab Medicine typically include:

Clinical Laboratory: Phlebotomists (PBT), Laboratory Assistants (LA), Technical Assistants (TA), Medical Laboratory Technicians (MLT), Medical Laboratory Scientists (MLS), Medical Laboratory Specialists (MLS), Pathologists.

These professionals work in disciplines such as clinical chemistry, hematology, immunology, immunohematology (blood bank), microbiology, and molecular diagnostics. They generate laboratory test results and can provide consultation as needed to healthcare practitioners, aiding in detecting cancer, stroke, diabetes, infectious disease, birth defects, heart attacks, and more.

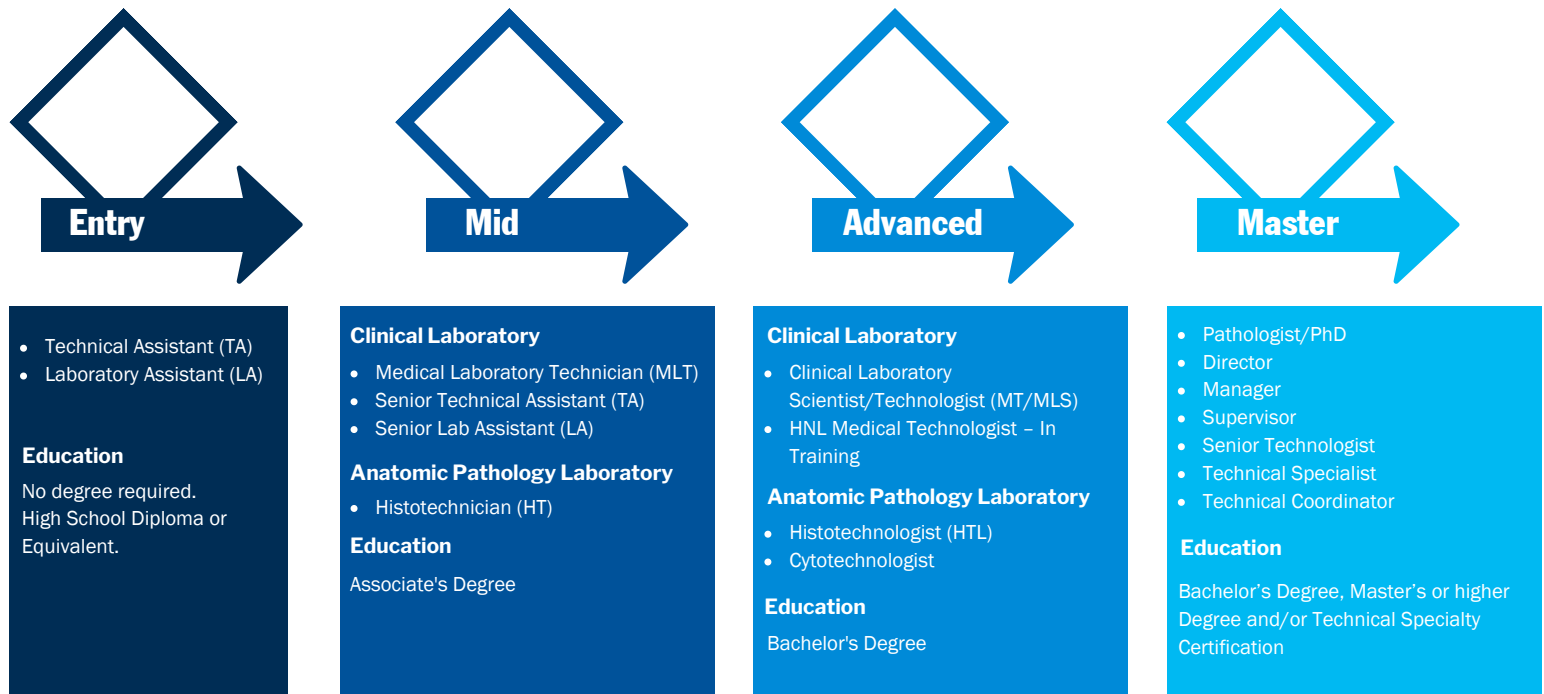
Anatomic Laboratory: Cytotechnologist, Histotechnician, Histotechnologist, Pathologist Assistant, Pathologist. These professionals aid in processing tissue and fluid samples in the diagnosis and treatment of abnormalities such as cancer, precancerous lesions, and benign tumors.



Career Ladders at HNL Lab Medicine

Career Ladders and Pathways at HNL Lab Medicine allow for growth, development, and the potential for advancement through appropriate training. Not all career progression is linear; it can also include moving outside a specific career ladder and transitioning from a clinical to the non-clinical field (e.g., Information Services, Human Resources, Sales, etc.).

The career ladder below reflects advancement in the Clinical or Anatomic Laboratories.



Clinical Careers in Laboratory Medicine

ENTRY

Laboratory Assistant

Summary: Supports various laboratory departments and clients by performing tasks determined by specific site location, such as order entry, specimen collections, processing equipment, and reagent preparation checks, specimen transport distribution, supply inventory, and waived testing under general supervision and other non-technical support. Clarifies pre-analytical test requirements and provides assistance to customers as needed.

Education/Experience: High school diploma or general education degree (GED).

Technical Assistant

Summary: Processes and prepares specimens for transport and/or analysis. May perform technical duties relative to simple Quality Control and waived level testing under the direct supervision of a technologist.

Education/Experience: High school diploma or general education degree (GED); Two years in a clinical environment with data processing/specimen handling experience. Graduate of health/ medical assistant or similar training program at an accredited institution where general laboratory technique is taught.

Senior Laboratory Assistant

Summary: Supports various laboratory departments by performing tasks determined by specific site locations such as order entry, specimen collections/processing, equipment reagent preparation/checks, specimen transport distribution, supply inventory, and waived testing under supervision.

Education/Experience: High school diploma or general education degree (GED); one to two years (s) experience in a laboratory setting. Knowledge of medical terminology/human anatomy, and data processing is desirable—willingness to complete medical terminology course.

Senior Technical Assistant

Summary: Processes and prepares specimens for transport and/or analysis. May perform technical duties relative to simple Quality Control and waived and moderately complex level testing under the direct supervision of a technologist.

Education/Experience: High school diploma or general education degree (GED); Two years in a clinical environment with data processing/specimen handling experience. Associate degree preferred or an equivalent demonstration of education and experience. Graduate of health/ medical assistant or similar training program from an accredited institution where general laboratory technique is taught.

Medical Laboratory Technician (MLT)

Summary: Performs laboratory procedures to obtain results for physicians in the diagnosis and treatment of diseases using established protocols that require the broad exercise of independent judgment and responsibility with minimal technical supervision. Works independently and communicates effectively with other healthcare professionals.

Education/Experience: Associate degree in MLT program from an accredited institution is required.

Histotechnician

Summary: Histology is the study of cellular morphology, tissue anatomy, and tissue structure. As a Histotechnician (HT), you are responsible for the process of preparing human tissues so that they may be observed by different forms of microscopy to diagnose or rule out disease. You will work with stains, tissue embedding materials, and manual and automated equipment to allow human specimens to be viewed under the microscope.

Education/Experience: Associate degree offering specialized training in an accredited Histotechnician program.

ADVANCED

Medical Laboratory Technologist (MT/MLS)

Summary: Performs laboratory procedures to obtain results for physicians in the diagnosis and treatment of diseases using established protocols that require the broad exercise of independent judgment and responsibility with minimal technical supervision. Works independently and communicates effectively with other healthcare professionals.

Education/Experience: Associate degree in MLT program from an accredited institution is required.

Histotechnologist

Summary: In addition to the description found above, with specialized training, histotechnologists perform complex immunological, molecular, and electron microscopy techniques that further assist with specific disease diagnoses.

Education/Experience: Bachelor's degree, specialized training in an accredited Histotechnologist program.

Pathologist Assistant

Summary: Works under the direction and supervision of a pathologist to describe and dissect tissues from an autopsy, needle biopsy, or surgical procedures to prepare them for analysis. You will be responsible for determining the tissue specimen's best area to dissect and prepare for microscopic evaluation to diagnose or rule out disease.

Education/Experience: Bachelor's or master's degree to include specific science courses and a clinical internship in an accredited Pathologists' Assistant program.

MASTER

Senior Technologist

Summary: Assists the management team in providing in-depth technical information as requested. Performs laboratory procedures to obtain results for physicians in the diagnosis and treatment of diseases using established protocols that require the broad exercise of independent judgment and responsibility with minimal technical supervision. Works independently and communicates effectively with other healthcare professionals

Education/Experience: Bachelor's degree in medical technology or related science field from an accredited institution and at least four years of experience.

Technical Coordinator

Summary: Provides technical assistance to assigned team.

Education/Experience: Bachelor's degree from an accredited institution or a combination of education and experience.

Technical Specialist

Summary: Provides technical expertise and direction to the assigned team.

Education/Experience: Must meet CLIA 88 personnel requirements for high complexity testing. Master's degree preferred.

Senior Histotechnologist

Summary: This specialized position requires a wide range of experience in tissue processing, sectioning, and ancillary testing. This role must use independent judgment, decision-making skills, and corrective action in evaluating histology testing procedures, patient results, and specimen integrity. Under minimum supervision, performs as a laboratory professional who prepares tissues from surgical specimens for histology.

Education/Experience: Ability to communicate effectively with other healthcare professionals required. HTL (ASCP) or HT (ASCP) certification and three years working of experience in a full-service Histology laboratory is required to become a Senior Histotechnologist.

Pathologist

Summary: Pathologists are medical doctors who specialize in clinical and anatomic laboratory medicine. As a Pathologist, you are responsible for the interpretation of complicated laboratory testing and the diagnosis of patients, whether it be a diagnosis of cancer or a blood clotting disease or performing an autopsy to determine a cause of death.

Education/Experience: A Medical Degree, specialized training, and a national certification is required to become a Pathologist.

Supervisor

Summary: Supervises and coordinates the activities of employees engaged in the collection, processing, and performing of automated and manual clinical diagnostic tests to obtain data for use in the diagnosis and treatment of diseases. Serves as a technical resource person for other technologists, technicians and support personnel. Provides logistical leadership and training to all team members. Works under the general supervision and the technical guidance of the Manager.

Education/Experience: Must meet CLIA 88 personnel requirements for high complexity testing (where applicable) and qualify as a general supervisor.

Manager

Summary: Manages and coordinates activities of employees engaged in performing analytic testing to obtain data for use in the diagnosis and treatment of diseases. Managerially directs the operations of the assigned laboratory divisions to include human resource performance management and development, billing/reimbursement, business planning, strategic planning and project management.

Education/Experience: Bachelor's degree from an accredited institution, and/or a combination of education and no less than 2 years' experience.

Director

Summary: Administratively directs the operations of the assigned laboratory divisions to include human resource performance management and development, billing/reimbursement, business planning, strategic planning and project management.

Education/Experience: Master's degree or equivalent; or 3-5 years in a leadership position, or equivalent combination of education and experience.

If you are interested in learning more about non-clinical laboratory pathways, please contact Training.Development@hnl.com